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REPORT
II

CHARACTERISTICS OF STAFF IN COMMUNITY MENTAL HEALTH CENTERS AND STATE HOSPITALS BY ETHNIC/RACIAL BACKGROUND

REGIONAL MENTAL HEALTH HUMAN RESOURCE DATA BASE

BY

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MENTAL HEALTH AND HUMAN SERVICES PROGRAM

CHARACTERISTICS OF STAFF IN COMMUNITY MENTAL HEALTH CENTERS AND STATE HOSPITALS BY ETHNIC/RACIAL BACKGROUND

Mental Health and Human Services Program
Western Interstate Commission for Higher Education
P.O. Drawer P
Boulder, Colorado 80302

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These regional averages are somewhat misleading in that there is considerable variation among states in the relative staffing rates for different ethnic/racial groups. Using Hispanics as an example, some states with few Hispanics in their populations have even fewer Hispanic staff than would be representative (see, for example, the relative staffing rates of less than 100 percent for Alaska and Idaho), whereas other states with a significant Hispanic population have an even larger proportion of their direct care staff who are Hispanic (e.g., Colorado and New Mexico), but there are exceptions such as Arizona, which has a Hispanic population of 16.2 percent, but relative staffing rates of only 54 percent for CMHCs and 33 percent for state hospitals. There is also a great deal of variation in the relative staffing rates for each of the other ethnic/racial groups as evidenced by the wide range of values in each of the columns of Tables 6 and 7.

These data are important because Wu and Windle (1980) found for CMHCs, a significant positive association between relative minority staffing rates and relative utilization of facilities by minorities. That is, CMHCs which employed a smaller proportion of a particular minority than the proportion found in the surrounding population also tended to have a smaller proportion of clients from that minority, suggesting that the way to increase utilization of facilities by minorities is to increase the number of staff belonging to that minority.

In order to look for this positive association using our data, relative utilization rates for clients of different ethnic/racial backgrounds were obtained in the following way. First the approximate number of clients belonging to each ethnic/racial group was estimated by multiplying the number of clients seen by each respondent by the percent of his or her caseload belonging to that ethnic/racial group. For each ethnic/racial group, the number of clients belonging to that group was summed across respondents and converted to a proportion of the total number of clients. Then, in a way analagous to the way relative staffing rates were obtained, the proportion of clients belonging to an ethnic/racial group was divided by the proportion of the total population belonging to that ethnic/racial group, producing a relative utilization rate for each group.

Utilization rates by client ethnic/racial background are shown for CMHCs and state hospitals in Tables 8 and 9, respectively. Regionally, these relative utilization rates are quite similar to the relative staffing rates obtained previously with White clients being approximately equitably represented and Black clients overrepresented for both state hospitals and CMHCs.

Figures 1 through 10 show the relative staffing and relative utilization rates as a function of state for CMHCs and state hospitals. These figures were created in order to look for a relationship between relative staffing and relative utilization rates for different groups. If the two lines in the graph for a particular ethnic/racial group tend to be parallel, this indicates that the relative staffing rates and the relative utilization rates tend to co-vary for that ethnic/racial group. That is, those states with high staffing rates for an ethnic/racial group also tend to have high client utilization rates by that ethnic/racial group.

Visual evidence of some parallelism appears in nearly all these figures, with those states having divergent points serving as exceptions. The r values shown in the upper right-hand corner of Figures 1 through 10 are Pearson product moment correlation coefficients and serve as a mathematical approximation of the degree of parallelism in each graph. An r value of plus one would indicate perfect parallelism while a minus one indicates perfect divergence or mirror imaging of the two lines within a figure.

The four figures with the strongest parallelism, as indicated by visual inspection and the r values, are those for Native Americans in CMHCs (r=.65), Hispanics in state hospitals (r=.56) and CMHCs (r=.42) and Whites in state hospitals (r=.42). The parallelism in the graphs for the first three of these groups makes sense because of language considerations.

TABLE 1

Total Population and Number and Percent of Population by Racial/Ethnic Group in Eight Western States 1980 Census Data

		Total Population	White	Black	Native Amer.	Asian	Hispanic	Other
Alaska	percent	100%	76.1%	3.4%	16.0%	2.0%	2.4%	.1%
	number	400,481	304,635	13,619	64,047	8,035	9,497	648
Arizona	percent	100%	74.5%	2.8%	5.6%	.8%	16.2%	.03%
	number	2,717,866	2,026,262	75,034	152,857	22,098	440,701	914
Colorado	percent	100%	82.7%	3.5%	.6%	1.0%	11.7%	.3%
	number	2,888,834	2,390,479	101,702	18,059	29,897	339,300	9,397
Hawaii	percent	100%	31.0%	1.8%	.3%	60.5%	6.4%	N/A
	number	965,000	299,731	17,352	2,778	583,660	61,479	N/A
Idaho	percent	100%	93.9%	.3%	1.1%	.6%	3.9%	.2%
	number	943,935	886,187	2,716	10,521	5,948	36,615	1,948
Montana	percent	100%	93.3%	.2%	4.7%	.3%	1.3%	.09%
	number	786,690	734,410	1,786	37,270	2,503	9,974	747
New Mexico	percent	100%	52.8%	1.8%	8.0%	.5%	36.7%	.2%
	number	1,299,968	685,956	24,042	104,777	6,816	476,089	2,288
Utah	percent	100%	92.4%	.6%	1.0%	1.0%	4.1%	.5%
	number	1,461,037	1,350,462	9,225	19,256	15,076	60,302	6,716
Region	percent	100%	75.7%	2.1%	3.6%	5.9%	12.5%	.2%
	number	11,463,811	8,678,122	245,476	409,565	674,033	1,433,957	22,658

TABLE 2

Number and Percent of FTE
by Racial/Ethnic Group and State
For All Respondents in CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE
Alaska (FTE)	87.9% (94.4)	.0% (.0)	4.1% (4.4)	6.2% (6.7)	1.9% (2.0)	100.0% (107.5)
Arizona (FTE)	74.7% (905.4)	5.4% (65.9)	7.1% (86.5)	1.2% (14.2)	11.6% (140.6)	100.0% (1212.6)
Colorado (FTE)	80.6% (1023.8)	4.8% (61.3)	.8% (9.9)	.5% (6.3)	13.3% (169.1)	100.0% (1270.3)
Hawaii (FTE)	37.4% (107.4)	1.4% (4.0)	.0% (.0)	59.9% (172.1)	1.4% (4.0)	100.0% (287.5)
Idaho (FTE)	99.1% (118.1)	.0% (.0)	.0% (.0)	.8% (1.0)	.1% (.1)	100.0% (119.3)
Montana (FTE)	94.6% (212.0)	1.3% (3.0)	2.8% (6.2)	.0% (.0)	1.3% (3.0)	100.0% (224.2)
New Mexico (FTE)	58.3% (193.6)	3.6% (12.0)	2.6% (8.5)	.0% (.0)	35.6% (118.2)	100.0% (332.3)
Utah (FTE)	87.7% (425.0)	2.3% (11.0)	1.3% (6.4)	1.9% (9.0)	6.8% (33.1)	100.0% (484.5)
Regional Total (FTE)	76.3% (3079.7)	3.9% (157.2)	3.0% (121.8)	5.2% (209.2)	11.6% (470.1)	100.0% (4038.0)

TABLE 3

Number and Percent of FTE by Racial/Ethnic Group and State For Direct Care Respondents in CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE
Alaska	96.4	.0	1.8	1.8	.0	100.0
(FTE)	(53.8)	(.0)	(1.0)	(1.0)	(.0)	(55.8)
Arizona	77.3	5.7	6.5	1.8	8.7	100.0
(FTE)	(479.3)	(35.0)	(40.3)	(11.2)	(54.1)	(619.9)
Colorado	82.1	5.1	.7	.4	11.8	100.0
(FTE)	(596.1)	(36.8)	(4.8)	(3.0)	(85.7)	(726.4)
Hawaii	44.9	1.6	.0	51.8	1.7	100.0
(FTE)	(84.4)	(3.0)	(.0)	(97.2)	(3.2)	(187.8)
Idaho	98.6	.0	.0	1.4	.0	100.0
(FTE)	(71.9)	(.0)	(.0)	(1.0)	(.0)	(72.9)
Montana	95.4	.7	3.1	.0	.7	100.0
(FTE)	(128.2)	(1.0)	(4.2)	(.0)	(1.0)	(134.4)
New Mexico	63.9	4.6	1.5	.0	30.0	100.0
(FTE)	(125.8)	(9.0)	(3.0)	(.0)	(59.0)	(196.9)
Utah	85.8	1.8	1.6	2.1	8.6	100.0
(FTE)	(281.5)	(6.0)	(5.4)	(7.0)	(28.1)	(328.0)

Regional Total	78.4	3.9	2.5	5.2	10.0	100.0
	(1821.0)	(90.8)	(58.7)	(120.4)	(231.3)	(2322.1)

TABLE 4

Number and Percent of FTE by Racial/Ethnic Group and State For All Respondents in State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE
Alaska (FTE)	93.4% (70.2)	4.0% (3.0)	.0% (.0)	1.3% (1.0)	1.3% (1.0)	100.0% (75.2)
Arizona (FTE)	71.0% (378.8)	13.2% (70.5)	1.5% (8.0)	1.7% (9.0)	12.6% (67.2)	100.0% (533.5)
Colorado (FTE)	72.7% (630.8)	3.5% (30.5)	.9% (8.0)	.7% (6.0)	22.2% (192.8)	100.0% (868.1)
Hawaii (FTE)	26.3% (68.1)	.8% (2.0)	.4% (1.0)	71.4% (184.8)	1.2% (3.0)	100.0% (258.9)
Idaho (FTE)	94.8% (145.4)	1.3% (2.0)	2.6% (4.0)	.0% (.0)	1.3% (2.0)	100.0% (153.4)
Montana (FTE)	94.8% (127.0)	3.0% (4.0)	1.5% (2.0)	.0% (.0)	.7% (1.0)	100.0% (134.0)
New Mexico (FTE)	8.3% (12.0)	.0% (.0)	.0% (.0)	.0% (.0)	91.7% (132.6)	100.0% (144.6)
Utah (FTE)	95.7% (245.3)	1.6% (4.0)	1.2% (3.0)	.4% (1.0)	1.2% (3.0)	100.0% (256.3)
Regional Total (FTE)	69.2% (1677.5)	4.8% (116.0)	1.1% (26.0)	8.3% (201.9)	16.6% (402.6)	100.0% (2423.9)

TABLE 5

Number and Percent of FTE by Racial/Ethnic Group and State For Direct Care Respondents in State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE
Alaska	91.7	5.5	.0	2.8	.0	100.0
(FTE)	(33.2)	(2.0)	(.0)	(1.0)	(.0)	(36.2)
Arizona	82.5	9.0	.9	2.3	5.3	100.0
(FTE)	(183.4)	(20.0)	(2.0)	(5.0)	(11.8)	(222.2)
Colorado	76.7	2.3	1.1	.8	19.1	100.0
(FTE)	(200.6)	(6.0)	(3.0)	(2.0)	(50.0)	(261.6)
Hawaii	37.1	.0	.0	61.1	1.8	100.0
(FTE)	(41.5)	(.0)	(.0)	(68.2)	(2.0)	(111.7)
Idaho	90.7	1.5	6.2	.0	1.5	100.0
(FTE)	(58.6)	(1.0)	(4.0)	(.0)	(1.0)	(64.6)
Montana	96.3	1.8	.0	.0	1.8	100.0
(FTE)	(52.6)	(1.0)	(.0)	(.0)	(1.0)	(54.6)
New Mexico	11.3	.0	.0	.0	88.7	100.0
(FTE)	(10.0)	(.0)	(.0)	(.0)	(78.6)	(88.6)
Utah	98.0	.0	1.0	.0	1.0	100.0
(FTE)	(100.0)	(.0)	(1.0)	(.0)	(1.0)	(101.9)

Regional Total	72.2 (679.8)	3.2 (30.0)	1.1 (10.0)	8.1 (76.2)	15.4 (145.4)	100.0 (941.4)

TABLE 6

Relative Staffing Rates by Racial/Ethnic Background and State Direct Care Providers in CMHCs

Race of Respondents

STATE	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Alaska	127%	-0-	11%	90%	-0-
Arizona	104%	204%	116%	225%	54%
Colorado	99%	146%	117%	40%	101%
Hawaii	145%	89%	-0-	86%	27%
Idaho	105%	-0-	-0-	233%	-0-
Montana	102%	350%	66%	-0-	54%
New Mexico	121%	256%	19%	-0-	82%
Utah	93%	267%	160%	210%	210%
Region	104%	186%	69%	88%	80%

TABLE 7

Relative Staffing Rates by Racial/Ethnic Background and State
Direct Care Providers in State Hospitals

Race of Respondents

STATE	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Alaska	120%	161%	-0-	140%	-0-
Arizona	111%	321%	16%	288%	33%
Colorado	93%	66%	183%	80%	163%
Hawaii	120%	-0-	-0-	101%	28%
Idaho	97%	500%	564%	-0-	38%
Montana	103%	90%	-0-	-0-	138%
New Mexico	21%	-0-	-0-	-0-	242%
Utah	106%	-0-	100%	-0-	24%
Region	95%	152%	31%	137%	123%

TABLE 8

Relative Utilization Rates by Racial/Ethnic Background and State For CMHCs

Race of Clients

STATE	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Alaska	100.0	47.1	132.0	25.0	16.7
Arizona	100.1	160.7	103.6	37.5	90.7
Colorado	94.9	168.6	200.0	40.0	120.0
Hawaii	79.7	38.9	33.3	115.2	26.6
Idaho	103.0	133.3	90.9	33.3	41.0
Montana	102.8	50.0	74.5	33.3	338.5
New Mexico	103.8	133.3	55.0	160.0	102.2
Utah	96.9	233.3	150.0	30.0	178.0
Region	99.2	147.6	97.2	113.6	93.6

TABLE 9

Relative Utilization Rates by Racial/Ethnic Background and State For State Hospitals

	Race of Clients				
STATE	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Alaska	66.7	82.4	280.6	60.0	20.8
Arizona	98.8	253.6	71.4	50.0	91.4
Colorado	84.3	134.3	233.3	20.0	204.3
Hawaii	102.9	94.4	266.7	106.0	23.4
Idaho	99.4	166.7	209.1	50.0	94.9
Montana	103.0	50.0	70.2	33.3	30.8
New Mexico	74.4	144.4	38.8	460.0	143.6
Utah	98.8	383.3	40.0	20.0	139.0
Region	95.0	176.2	125.0	120.3	103.2

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

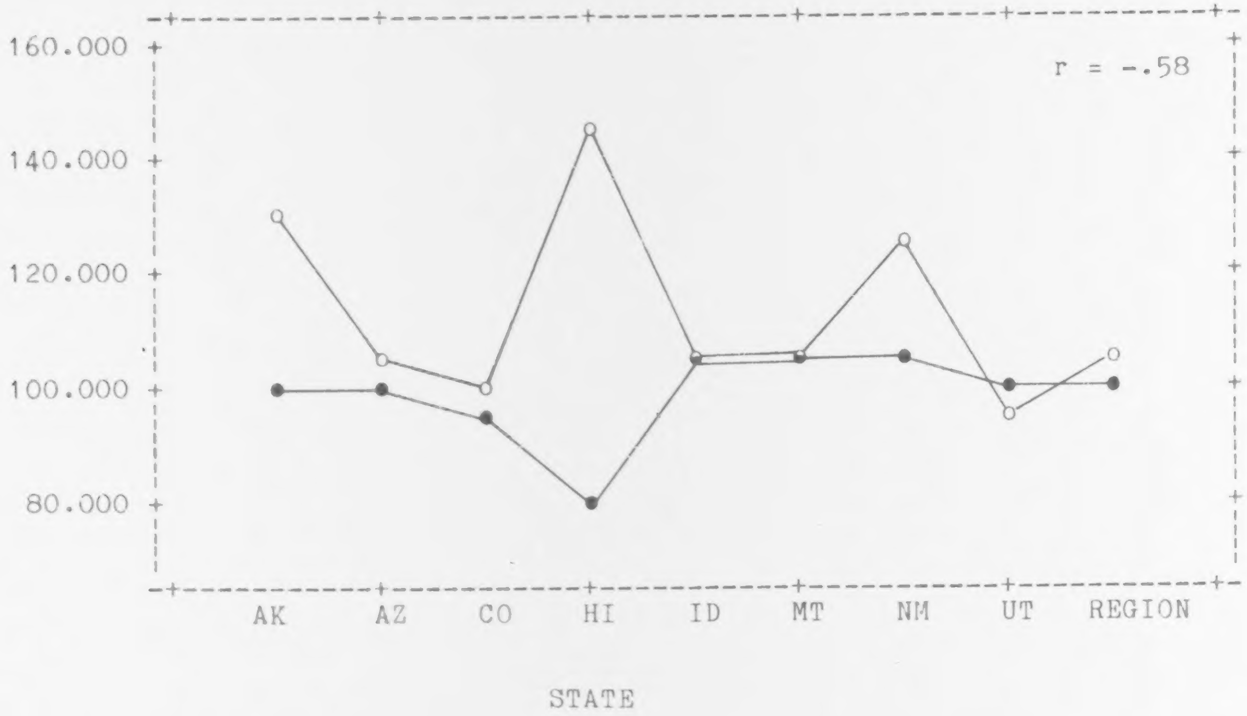


Figure 1. Relative staffing and relative utilization rates as a function of state. For Whites in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

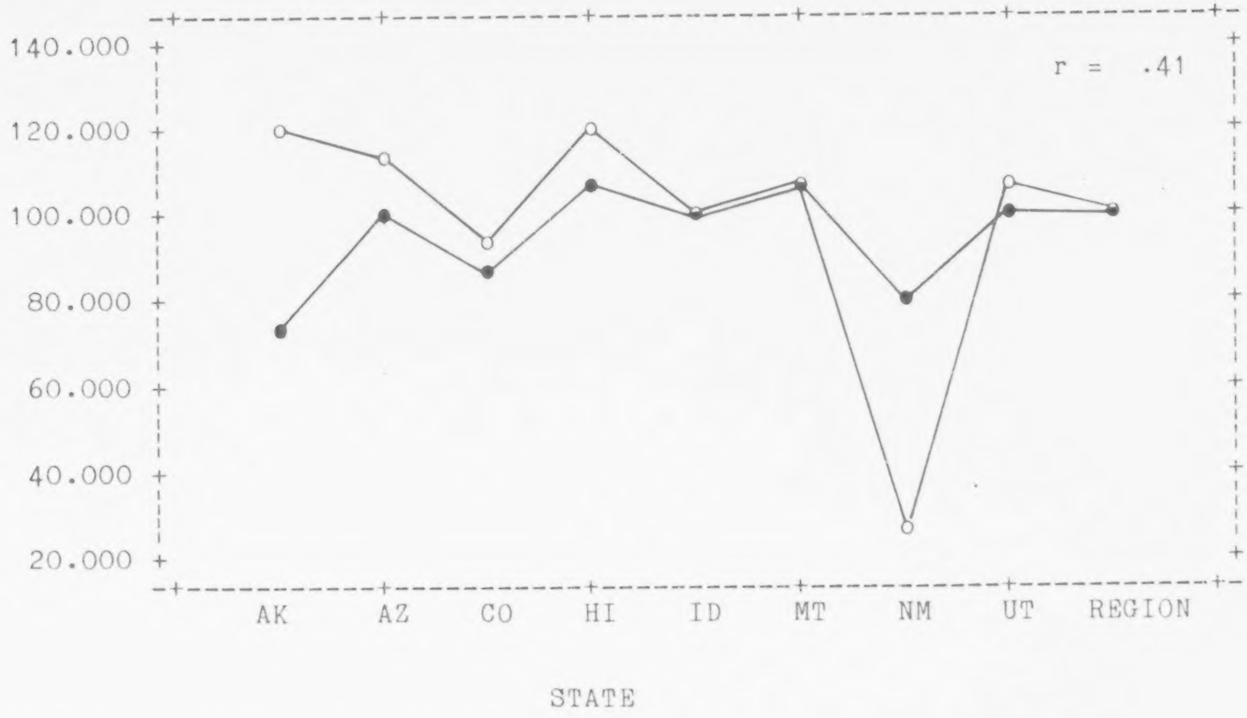


Figure 2. Relative staffing and relative utilization rates as a function of state. For Whites in State Hospitals.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

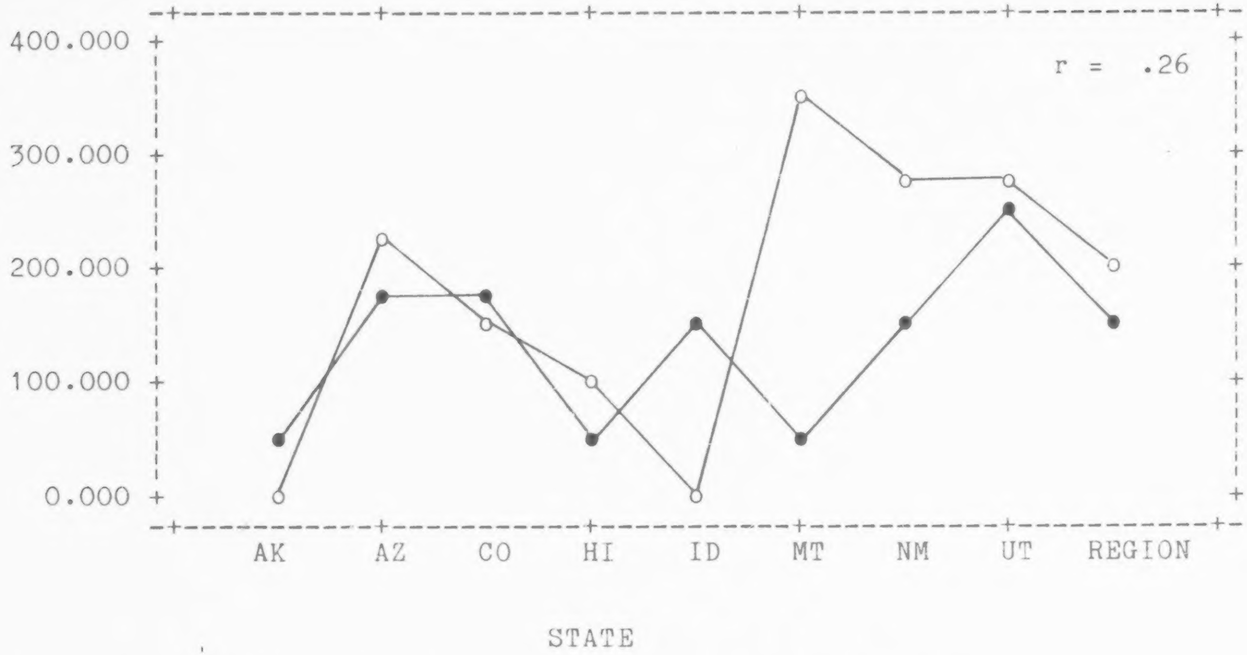


Figure 3. Relative staffing and relative utilization rates as a function of state. For Blacks in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

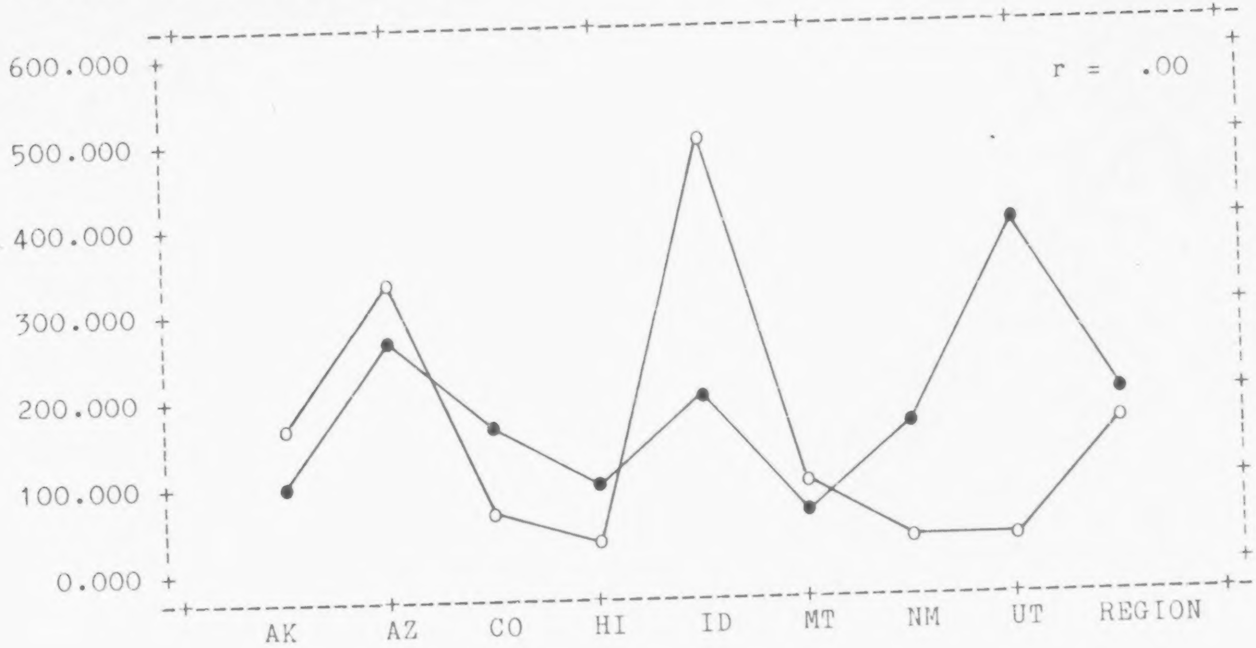


Figure 4. Relative staffing and relative utilization rates as a function of state. For Blacks in State Hospitals.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

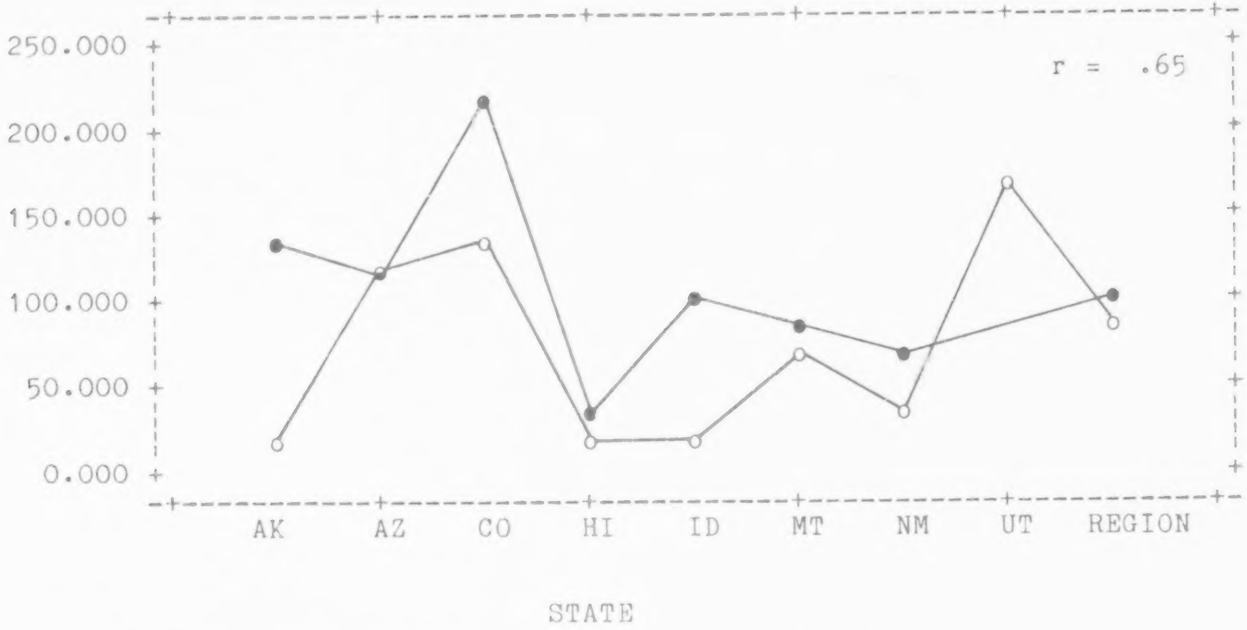
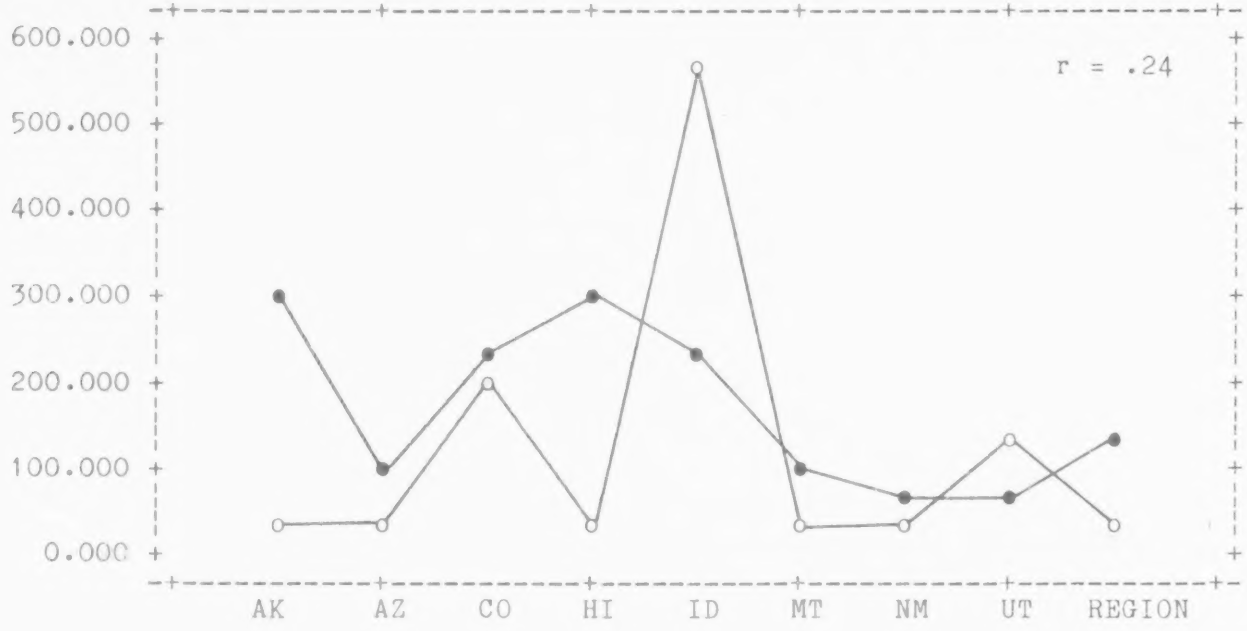


Figure 5. Relative staffing and relative utilization rates as a function of state. For Native Americans in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.



STATE

Figure 6. Relative staffing and relative utilization rates as a function of state. For Native Americans in State Hospitals.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

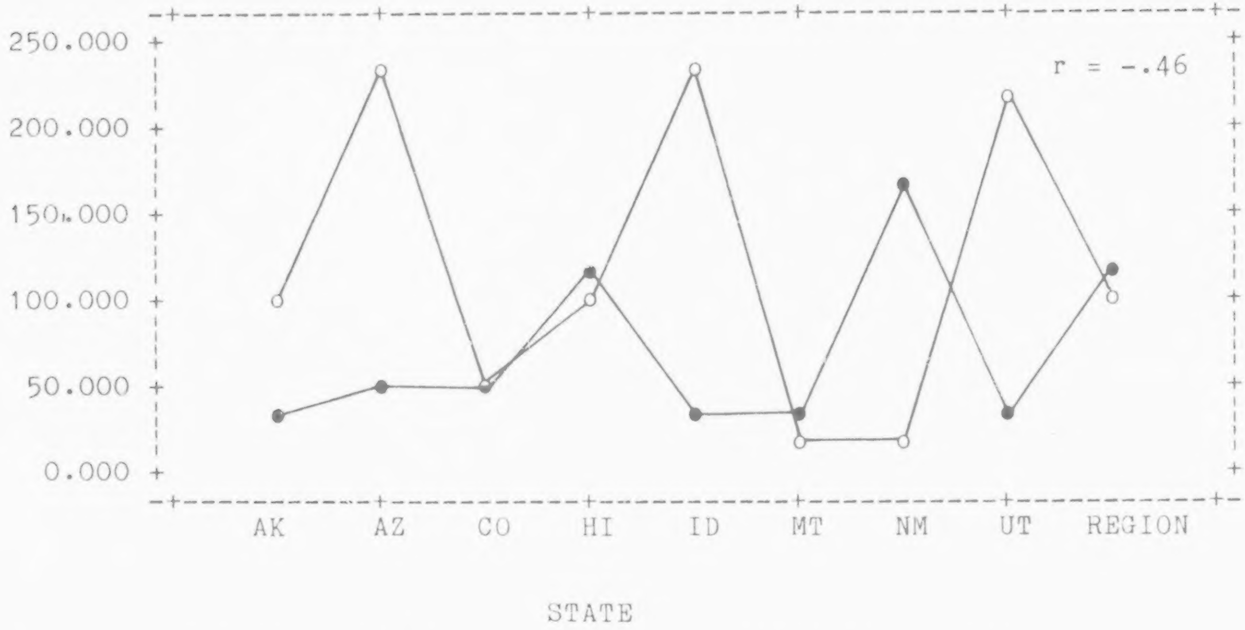


Figure 7. Relative staffing and relative utilization rates as a function of state. For Asians in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

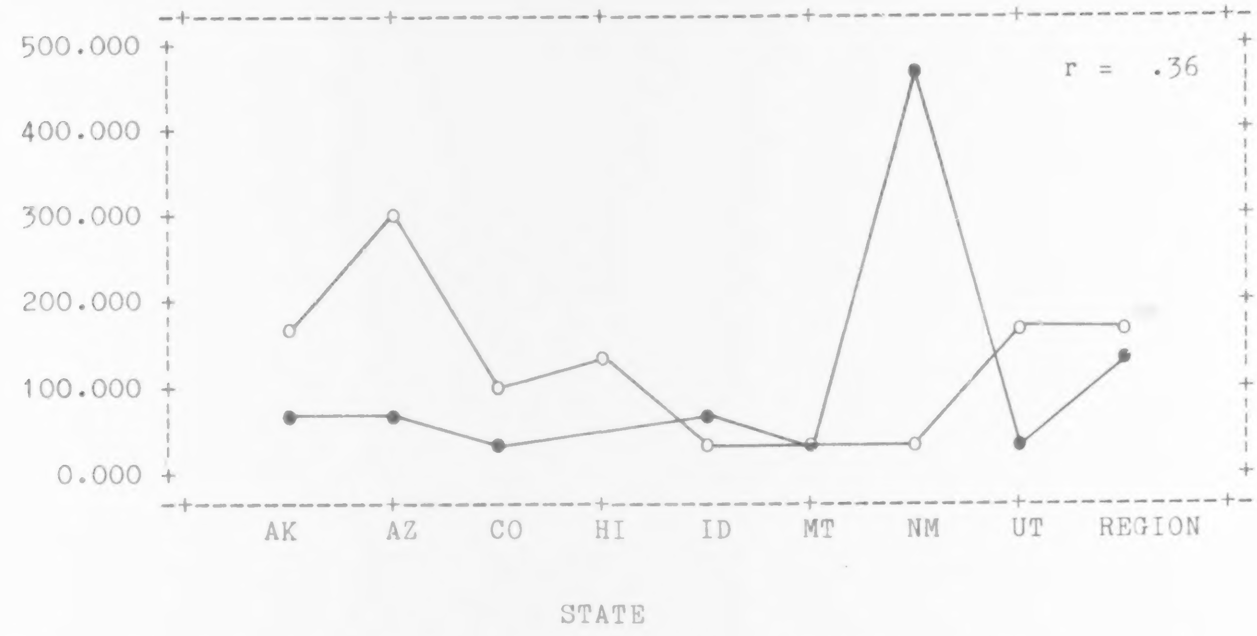


Figure 8. Relative staffing and relative utilization rates as a function of state. For Asians in State Hospitals.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

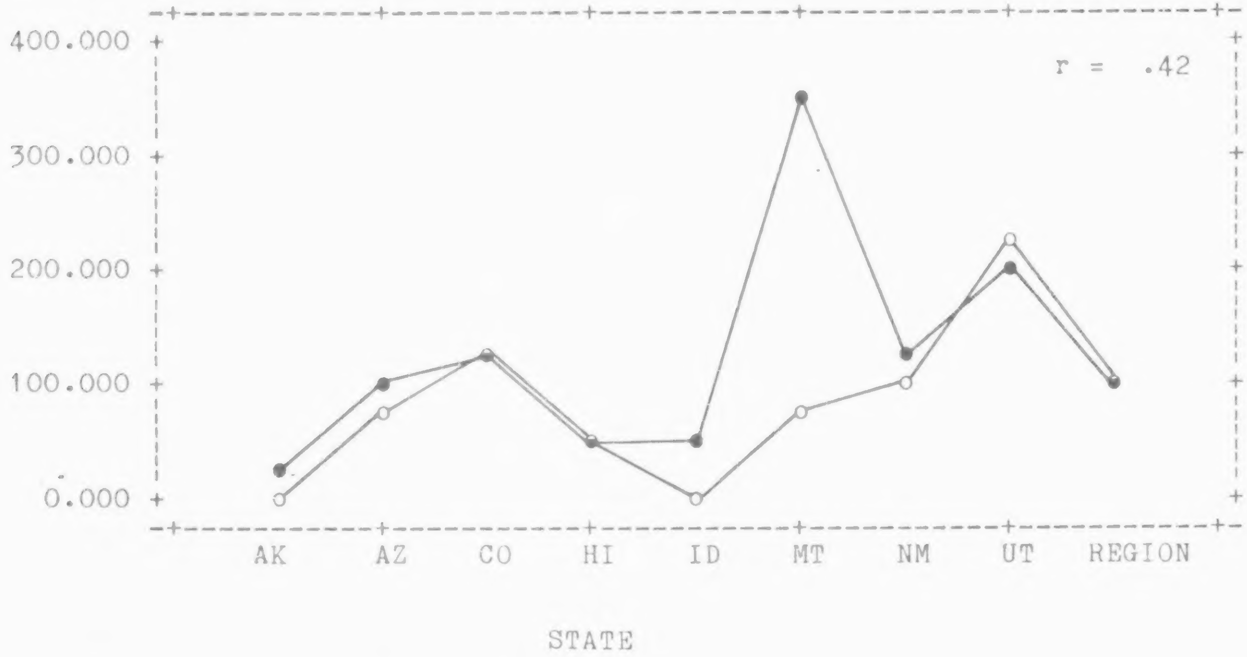
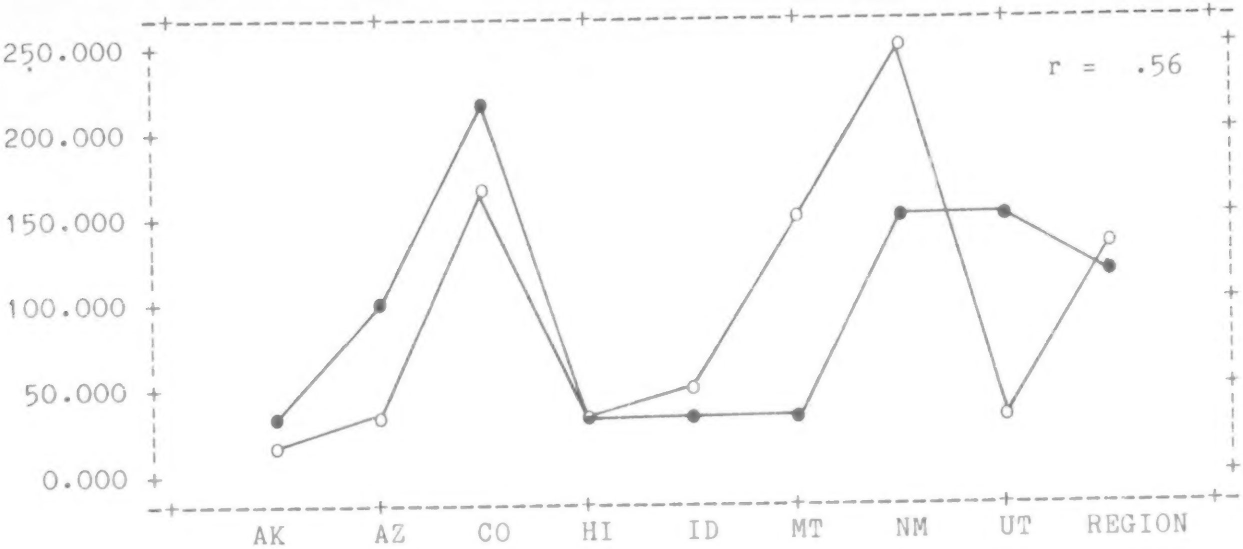


Figure 9. Relative staffing and relative utilization rates as a function of state. For Hispanics in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.



STATE

Figure 10. Relative staffing and relative utilization rates as a function of state. For Hispanics in State Hospitals.

TABLE 10

Number and Percent of FTE by Racial/Ethnic Group ad Highest Educational Level For All Respondents in CMHCs

RACIAL/ ETHNIC GROUP	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	DOCTORATE	OTHER	TOTAL
White	.8%	21.5%	5.0%	3.9%	19.7%	33.6%	13.1%	2.4%	100.0%
(FTE)	(23.6)	(658.3)	(154.6)	(119.6)	(604.8)	(1031.9)	(400.3)	(74.1)	(3067.2)
Black	.0%	36.9%	13.2%	11.2%	15.0%	19.9%	3.9%	.0%	100.0%
(FTE)	(.0)	(57.3)	(20.5)	(17.4)	(23.2)	(30.8)	(6.0)	(.0)	(155.2)
Nat. Amer.	11.4%	56.8%	13.4%	5.8%	5.8%	5.0%	1.7%	.2%	100.0%
(FTE)	(13.7)	(68.0)	(16.0)	(7.0)	(6.9)	(6.0)	(2.0%	(.2)	(119.8)
Asian	1.8%	20.9%	27.6%	7.4%	10.7%	16.0%	13.1%	2.5%	100.0%
(FTE)	(3.7)	(42.5)	(56.0)	(15.0)	(21.8)	(32.5)	(26.5)	(5.0)	(202.9)
Hispanic	3.9%	44.2%	4.6%	6.7%	14.9%	20.4%	4.2%	1.2%	100.0%
(FTE)	(17.9)	(205.1)	(21.4)	(31.0)	(69.1)	(94.5)	(19.7)	(5.5)	(464.1)
Total	1.5%	25.8%	6.7%	4.7%	18.1%	29.8%	11.3%	2.1%	100.0%
(FTE)	(58.9)	(1031.2)	(268.5)	(190.0)	(725.8)	(1195.7)	(454.5)	(84.8)	(4009.2)

TABLE 11

Number and Percent of FTE by Racial/Ethnic Group ad Highest Educational Level For All Respondents in State Hospitals

RACIAL/ ETHNIC GROUP	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	DOCTORATE	OTHER	TOTAL
White	3.9%	39.5%	13.7%	9.6%	16.1%	10.1%	5.2%	1.9%	100.0%
(FTE)	(65.7)	(658.5)	(228.9)	(160.0)	(268.9)	(168.3)	(85.9)	(31.5)	(1667.7)
Black	20.4%	51.8%	11.7%	6.1%	1.7%	6.5%	1.7%	.0%	100.0%
(FTE)	(23.5)	(59.5)	(13.5)	(7.0)	(2.0)	(7.5)	(2.0)	(.0)	(115.0)
Nat. Amer.	7.7%	38.5%	26.9%	7.7%	15.4%	.0%	3.8%	.0%	100.0%
(FTE)	(2.0)	(10.0)	(7.0)	(2.0)	(4.0)	(.0)	(1.0%	(.0)	(26.0)
Asian	7.7%	38.4%	23.7%	5.2%	12.4%	4.6%	6.4%	1.5%	100.0%
(FTE)	(15.0)	(74.4)	(46.0)	(10.0)	(24.0)	(9.0)	(12.5)	(3.0)	(193.9)
Hispanic	22.2%	48.2%	11.9%	6.9%	4.7%	5.4%	.7%	.0%	100.0%
(FTE)	(88.9)	(193.0)	(47.6)	(27.5)	(19.0)	(21.6)	(3.0)	(.0)	(400.6)
Total	8.1%	41.4%	14.3%	8.6%	13.2%	8.6%	4.3%	1.4%	100.0%
(FTE)	(195.1)	(995.4)	(343.0)	(206.5)	(317.9)	(206.5)	(104.4)	(34.5)	(2403.2)

Section II. Staff Characteristics

In this section we examine the characteristics of staff of different ethnic/racial backgrounds in terms of their education level, salary, job function, supervisory/management level, tenure, and years in the mental health field.

Education Level

Tables 10 (CMHCs) and 11 (state hospitals) present information on the highest educational degree of respondents. The tables present number of FTE and percent of total FTE in each educational category for each ethnic/racial group. Educational categories are:

- LTHS - Less than high school
- HS or GED - High school diploma or general equivalence diploma
- ND Cert. - Nondegree certificate (including LPN and diploma programs)
- Assoc. Deg. - Associate (2-year college) degree
- B.A. - Bachelor's degree
- M.A. - Master's degree
- Doctorate - Ph.D. degree or M.D., D.O., D.D.S.
- Other - Other degree

An examination of these tables makes it clear that the hospital work force is much less well educated than is the CMHC work force. For example, 8.1 percent of state hospital respondents have less than a high school education whereas only 1.5 percent of the CMHC respondents are as poorly educated.

For both state hospitals and CMHCs, Whites and Asians tend to be better educated than are the other minority groups in that a larger proportion of the White and Asian respondents fall into the high end of the educational scale. For state hospitals, for example, 15.3 percent of White respondents and 11 percent of Asian respondents have a Master's or Ph.D. degree, while only 8.2 percent of Black respondents, 6.1 percent of Hispanic, and 3.8 percent of Native American respondents have graduate degrees. A similar, but less sharply defined pattern can be found for CMHCs, with 46.7 percent of Whites and 29.1 percent of Asians having graduate degrees, followed by 24.6 percent of Hispanics, 23.8 percent of Blacks, and 6.7 percent of Native Americans.

Looking at the other end of the spectrum, in CMHCs, only 22.3 percent of Whites and 22.7 percent of Asians have a high school degree or less compared to 36.9 percent of Blacks, 48.1 percent of Hispanics, and 68.2 percent of Native Americans. Native Americans fare somewhat better in state hospitals where they resemble Whites and Asians with the two most poorly educated groups in hospitals being Hispanics and Blacks. In state hospitals the percentages of each ethnic/racial group with a high school degree or less are: 43.4 percent for Whites, 46.1 percent for Asians, 46.2 percent for Native Americans, 70.4 percent for Hispanics and 72.2 percent for Blacks.

Salary Level

Variation in salaries of respondents from CMHCs and state hospitals is illustrated in Figures 11 and 12. In this section we examine the effect of race on salary and explore some other important sources of variation in income. A major goal is to find out how much of this variation in salary is due to race and how much can be attributed to other factors such as education/discipline.

Data on salary come from a question asking respondents "What is your current annual gross salary from this employer before deductions or taxes? (Exclude fringe benefits.)" Categories included in Figures 11 and 12 were provided for respondents to check. Because procedures for converting salaries of part-time personnel to a full-time equivalent salary did not provide reliable results, part-time personnel (4.3 percent of state hospital and 9.6 percent of CMHC respondents) are excluded.

A number of factors were used as predictors of salary in a multiple regression analysis in an attempt to account for the variation in salary. If we consider all the variation in salary for either CMHCs or state hospitals to be 100 percent, this multiple regression, analysis of variance procedure attributes variation in salary to various factors or causes. These factors include age, tenure, education/discipline, and race.

Figure 13 shows the average full-time salaries for respondents of state hospitals and CMHCs by racial/ethnic background. Here it can be seen that, except for Asian respondents in CMHCs, non-White respondents of all racial/ethnic backgrounds earn considerably less salary than that of White respondents. This effect is statistically significant for both state hospitals ($F(4,40)=8.60$, $p<.01$) and CMHCs ($F(4,40)=36.25$, $p<.01$) accounting for 3.7% and 5.8% of the variation in salary, respectively. There are a number of explanations for why non-White respondents earn less. Each of these reasons will be explored in turn. Respondents from certain non-White racial/ethnic backgrounds may have shorter tenures than do Whites, they may be underrepresented in the higher-paying education/disciplines, or they may earn less even when these factors are controlled for.

Details of the Regression Analysis. Results of the multiple regression analysis are shown in Tables 12 and 13. When considered together, age and tenure were important determinants of salary, accounting for 10.3 percent of the variation in salary in state hospitals and 14.5 percent of the variation in CMHCs. However, the lower incomes of non-White respondents is not due to their being younger or employed for a shorter period of time because, when the effects of age and tenure on salary were statistically controlled for by being removed from the data, racial/ethnic background still accounted for about the same percentage of the variation in salary as it did before, for both state hospitals and CMHC respondents.

By far the strongest predictor of salary was education/discipline. For state hospitals, education/discipline accounted for 43.4 percent of the variation in salary over and above the variation accounted for by age and tenure. For CMHCs, educational discipline predicted 48.5 percent of the variation in salary over and above that accounted for by age and tenure.

In evaluating the effect of education/discipline, a stepwise multiple regression procedure was used. First variation in salary due to the effects of age and tenure was removed from the sample. Then the effect of each of the disciplines on salary was evaluated and the particular discipline predicting the largest amount of variation was identified and selected. Variation in salary due to that discipline was removed. Then the remaining disciplines were again tested for their ability to account for the remaining variation and the next largest predictor was selected. This procedure continued until all of the disciplines had been ordered from the strongest predictor to the weakest. Each of ten discipline categories were used to predict departures of salary from a baseline of the average salaries of respondents belonging to the category of "other."

The amount of variation accounted for by each of the education/disciplines is also shown in Tables 12 and 13. For both CMHCs and state hospitals the strongest predictor of salary was the education/discipline category of psychiatrist, accounting for 22.4 percent of the salary variation in CMHC respondents and 15.6 percent of the variation in the salaries of state hospital respondents. The next three strongest predictors of salary for both types of facilities were Ph.D. psychologist, M.S.W. social worker, and respondents with other graduate degrees. Each of the other six disciplines shown in Tables 12 and 13, accounts for less than four percent of the variation, but most are still statistically significant.

The effect of race upon salary is strongly related to the effect of educational discipline. In fact, when the effect of education/discipline was controlled for, racial/ethnic background only accounted for one percent of the salary variation in state hospitals and 0.5 percent of the salary variation in CMHCs. These results mean that a large part of the differences in salaries among racial/ethnic backgrounds is due to the degree to which each is represented in the higher paying education/disciplines, with non-White respondents being under-represented in the higher paying education/discipline categories. This point is illustrated in Table 14 which shows the observed and expected proportion of respondents by education/discipline separately for White and non-White respondents. Here it can be seen that for both CMHCs and state hospitals, non-White respondents are underrepresented in all the education/discipline categories with salaries over $13,000 per year. For state hospitals, Whites and non-Whites are about equally represented in the low salaried education/discipline category of A.A. and non-degree certificate and the only category where non-White respondents are overrepresented is the lowest salaried category "other."

Still another source of the lower salaries of non-White respondents can be seen in Table 15. This table shows the average salaries for respondents of different racial/ethnic backgrounds separately for each discipline and, therefore, controls for the effect of education/discipline. Within many, but not all education/discipline categories, respondents of certain non-White racial/ethnic backgrounds receive salaries lower than the average earned by White respondents of the same education/discipline. This finding means that the lower average salaries of non-White respondents is not due entirely to these groups being over-represented in the lower salaried education disciplines. The effect shown in Table 15 is not consistent, however. Sometimes within a discipline Whites actually earn less than do members of other ethnic racial groups and sometimes they earn more. In other words, Table 15 shows that differences in salaries between ethnic racial backgrounds are not the same for all disciplines, or put another way, differences among education/disciplines in salary are not the same for all ethnic/racial groups.

This result is called a race by discipline interaction. It means that the effect of racial/ethnic background upon salary differs depending on the education/discipline of the respondent and conversely, the effect of education/discipline upon salary varies with the race of the respondent. This race by education/discipline interaction effect was considerably stronger for state hospitals, accounting for 4.3 percent of the variation in salary, than it was for CMHCs, where it accounted for only 1.6 percent of the salary variation, but for both types of facilities this interaction was statistically significant.

Table 15 is examined more closely in the discussion which follows. Because the number of respondents is probably too small to draw conclusions from, when there are fewer than three respondents, categories with fewer than three respondents are ignored in the discussion. Categories of non-White respondents earning at least $1,000 less than their White counterparts are listed below. For CMHCs these lower paid categories are: Asian and Hispanic M.A. psychologists; all non-White M.S.W. social workers; Blacks, Asians, and Hispanics with other graduate degrees; other nurses of Black and Hispanic racial/ethnic backgrounds; Native Americans with B.A. degrees and with A.A. degrees or with non-degree certificates. For state hospitals categories of non-White respondents earning at least $1,000 less than Whites include: Asian psychiatrists; Hispanic M.A. psychologists, Asian and Hispanic social workers; Asian and Native American respondents with B.A. degrees and respondents from all non-White racial ethnic backgrounds falling into the "other" category.

Although results of this report are far from conclusive, the categories mentioned above are probably worth considering as places where ethnic/racial discrimination may possibly still exist.

Summary. The findings presented in this section on salary can be summarized by the pie diagrams shown in Figures 14 and 15. The circle in Figure 14 represents 100 percent of the variation in salary for CMHCs and the circle in Figure 15 100 percent of the variation in salaries among respondents from state hospitals. Each of the "slices" in the figures illustrates that portion of variation predicted by a particular factor.

The first thing to notice in these two figures is that a large percentage of the variation in salary for both CMHCs and state hospitals remains unaccounted for by the factors considered here. This variation is probably due to other factors not considered, such as differences among geographical regions in cost of living, members of some educational disciplines holding administrative positions, etc.

The second most notable feature of these Figures is that education/discipline was clearly found to be a powerful predictor of salary, accounting for almost half of the salary variation within both CMHCs and state hospitals.

The third, and perhaps the most interesting point made by Figures 14 and 15 is that the factor of racial/ethnic background accounts for a respectable portion of the variation in salary, but that much of this variation is overlapped (that is, it is also predicted) by educational discipline. This finding means that much of the effect of race on salary is due to members of non-White ethnic/racial backgrounds belonging to the lower-salaried education/disciplines.

Finally, there is the presence of the race by education/discipline interaction, accounting for a small but significant portion of the salary variation in both CMHCs and state hospitals. This interaction tells us that the factors of race and educational discipline do not necessarily work in an additive manner. That is, if Hispanic respondents in state hospitals earn an average of $3,000 less than do White respondents and if, on average psychiatrists earn $20,000 more than do respondents with B.A. degrees, we cannot predict that a Hispanic psychiatrist will earn $3,000 less than will a White psychiatrist, but $20,000 more than a Hispanic respondent with a B.A. degree. In other words, differences in salary among racial/ethnic groups are not the same "across the board" of different education/disciplines.

Job Function

Tables 16 (CMHCs) and 17 (state hospitals) summarize responses to a question asking respondents to identify their primary job function within the areas of direct client care, community consultation or education (prevention), administration/management, or administrative or client support services. Over 50 percent of respondents in each ethnic/racial group listed direct client services as their primary function, except for Blacks in state hospitals in which 47.9 percent listed direct client care as the primary function.

In CMHCs a larger proportion of non-White respondents listed community consultation and education/prevention as their primary job function than did White respondents. A smaller proportion of Black and Native American respondents listed administration/management than did other ethnic groups. Approximately one-third of Hispanic and Native American respondents in CMHCs provide client, facility, and administrative support services.

In state hospitals a very small percent of respondents from any ethnic/racial group listed community consultation and education as their primary job function. A much larger proportion of Asian and White respondents are administrator/managers than are other ethnic groups in state hospitals. Black and Hispanic respondents are more apt to list support services as their primary function than are the other ethnic groups, with almost half of Black respondents in that category in state hospitals.

Supervisory/Management Level

In order to determine the characteristics of staff who are in leadership positions in CMHCs and state hospitals, respondents were asked whether or not they supervise the work of others. Tables 18 (CMHCs) and 19 (state hospitals) present the proportion of total FTE in each ethnic/racial group who indicate they supervise the work of others.

Tables 18 and 19 indicate that for both CMHCs and state hospitals, White staff and Asian staff are more likely to be supervisors or managers than staff in other ethnic/racial groups. In CMHCs, White and Asian staff are almost twice as likely to be supervisor/managers as are Black, Native American or Hispanic staff. In state hospitals a very large proportion of Asian/Pacific Islander staff are supervisor/managers, 64.1

percent of all state hospital Asian staff responding to the survey, 20.7 percent of non-Hispanic White staff and 16.4 percent of Hispanic staff are supervisor/managers. The lower proportion of Black, Hispanic and Native American staff in supervisor/management positions is no doubt related to the fact that these groups as a whole have a much lower education level. Tables 20 and 21 provide a picture of the proportion of supervisor/managers in different management levels.

Respondents who supervised the work of others were then asked to check the category which best described their position. Categories listed were:

- Agency head includes the executive director or manager of the mental health center or clinic or hospital superintendent.
- Director includes director of a program or an administrative unit.
- Supervisor includes supervisors of a subunit or staff component.
- Med. Direct is the medical director.
- MH Direct is the mental health clinical director.
- Other

Tables 20 (CMHCs) and 21 (state hospitals) present a breakdown of supervisory levels within CMHCs and hospitals. It should be noted that a definition for "supervise the work of others" was not provided in the questionnaire. Therefore, the "other" category in Tables 20 and 21 contains respondents who may not be in the facility's supervisory/management structure, such as secretaries who are responsible for providing orientation and checking the work of other secretaries or clinicians who supervise lesser trained or experienced workers, but are not part of the official management team.

Because of the small number of respondents who supervise the work of others in some ethnic categories percentages in some cases are misleading. For instance, in Table 21 the 8.3 percent of Black respondents who are agency heads or directors of program or administrative units represents only one FTE in each of these categories. In examining these tables, the FTE as well as the percentage should be considered.

Tables 20 and 21 indicate that while top management (agency head, medical director, clinical director) continue to be primarily provided by Whites, other ethnic groups are well represented as directors of program or administrative units within facilities and supervisors of subunits or staff components. For example, in state hospitals approximately 25 percent of directors of program or administrative units and supervisors of subunits or staff components are non-Whites; whereas approximately 30 percent of the entire hospital work force are non-White. In CMHCs 20 percent of racial/ethnic groups other than Whites are program or subunit directors or supervisors; whereas approximately 24 percent of CMHC work force respondents are non-White.

Tenure with Facility

Tables 22-25 present responses to a question asking respondents to list the month and year they started their current continuous employment with the facility. Facility tenure is derived by subtracting the month and year the survey was administered from the start date month and year for each respondent and is presented in years and fractions of years. For example, the tenure of a respondent whose start date was October 1976 in a facility which administered the questionnaire March 1981 would be 4.5 years. The tables present the mean years of employment for all respondents in a given ethnic/racial group by state and region. Tables 22 and 23 present FTE and percent of total FTE in CMHCs for all respondents and for direct care respondents only. Tables 24 and 25 present information for state hospital respondents.

Some observations in reviewing these tables are as follows:

- The mean facility tenure for all ethnic/racial groups for all states and the region, for all respondents and direct care respondents only is longer for state hospital respondents than for CMHC respondents. This is probably due to the fact that state hospitals have been operational longer than CMHCs and therefore some hospital respondents have a very long tenure with the facility.

- Tenure of all hospital respondents is slightly longer than hospital direct care respondents only; whereas in CMHCs direct care respondents have as long tenure as all respondents. This seems to indicate somewhat more turnover of direct care staff in state hospitals than administrative and support staff.

- As a group, the tenure of non-White ethnic/racial groups is at least as long and tends to be somewhat longer than Whites in both hospitals and CMHCs.

- The other significant findings in terms of tenure are the longer tenure of Asian/Pacific Islander respondents in both state hospitals and CMHCs in Hawaii; and the longer tenure of all ethnic/racial groups except Asian/Pacific Islanders in the Colorado State Hospital work force compared to other states.

Mean Number of Years in Mental Health

Six of the eight states included an optional item in their questionnaires asking respondents to report the number of years they had spent in the mental health field. Results are presented in Tables 26 and 27. Except for Asian/Pacific Islanders in CMHCs, there is little variation among ethnic/racial groups in mean years spent in the mental health field.

TABLE 12 *
Stepwise Analysis of Variance of Salary
CMHCs

Step/Source	df	SS	MS	F	p	Percent of Variance
1. AGE AND TENURE	4	34,734.16	8,683.54	330.79	<.01	14.4
. EDUC. DISCIPLINE	10	116,986.57	11,698.66	121.25	<.01	48.5
(Psychiatrist	1	54,030.91	54,030.91	560.02	<.01	22.4)
(Ph.D. Psychologist	1	19,537.96	19,537.96	202.51		8.1)
(Social Worker	1	13,748.94	13,748.94	142.06		5.7)
(Other Grad. Degrees	1	8,201.12	8,201.12	85.00		3.4)
(M.A. Psychologist		6,271.45	6,271.45	65.00		2.6)
(Grad. Counseling	1	5,789.03	5,789.03	60.00		2.4)
(B.A. Degrees	1	5,065.40	5,065.40	52.50		2.1)
(Grad. Nurse		3,618.14	3,618.14	37.50	<.01	1.5)
(Other Nurse	1	482.42	482.42	5.00	<.05	0.2)
(AA or Non-Deg. Cert.	1	241.21	241.21	2.50	ns	0.1)
. RACE	4	1,206.05	301.51	3.13	.05	0.5
4. RACE BY DISCIPLINE	40	3,859.35	96.48	3.68	.01	1.6
(Race by Discipline Interaction by Individual Component)						
(Psychiatrist	4	723.63	180.91	6.89	<.01	0.3)
(Ph.D. Psychologist	4	241.21	60.30	2.30	ns	0.1)
(M.A. Psychologist	4	241.21	60.30	2.30	ns	0.1)
(Grad. Counseling	4	241.21	60.30	2.30	ns	0.1)
(Grad. Social Worker	4	723.63	180.91	6.89	<.01	0.3)
(Other Grad. Degrees	4	0.00	-	-	ns	0.0)
(Grad. Nurse	4	964.84	241.21	9.19	<.01	0.4)
(Other Nurse	4	241.21	60.30	2.30	ns	0.1)
(B.A. Degrees	4	0.00	-	-	ns	0.0)
(AA or Non-Deg. Cert.	4	482.31	120.60	4.57	.01	0.2)
5. RESIDUAL	3216	84,423.30	26.25	-	-	34.9
TOTAL	3274	241,209.43	-	--	-	100.0

*Note: Often two or more sources of variance can be correlated and therefore account for the same variation. Sources of ariation appearing below others do not contain variation accounted for by sources listed above them. Race by itself, for xample, accounted for 5.8% of the variance in salary, but only 0.5% after variation due to educational discipline was removed in Step 2. Also note that variation attributed to sources listed in initial caps is contained within sources of variation shown in all caps.

TABLE 13 *
Stepwise Analysis of Variance of Salary
State Hospitals

Step/Source	df	SS	MS	F	p	Percent of Variance
1. AGE AND TENURE	4	14,767.36	3,691.84	122.99	.01	10.3
2. EDUC. DISCIPLINE	10	62,223.60	6,222.36	40.37	.01	43.4
(Educ. Discipline by Individual Component)						
(Psychiat.	1	22,366.09	22,366.09	145.11	.01	15.6)
(Other Grad. Deg.	1	11,039.67	11,039.67	71.63	.01	7.7)
(Social Workers	1	8,745.71	8,745.71	56.74	.01	6.1)
(Ph.D. Psych.	1	8,315.60	8,315.60	53.95	.01	5.8)
(B.A. Degree	1	4,731.29	4,731.29	30.70	.01	3.3)
(Non-Grad Nurse	1	2,007.21	2,007.21	13.02	.01	1.4)
(M.A. Psych.	1	1,433.72	1,433.72	9.30	.01	1.0)
(A.A. or Non-Deg.	1	1,433.72	1,433.72	9.30	.01	1.0)
(Counseling	1	1,290.35	1,290.35	8.89	.01	0.9)
(Grad. Nurse	1	1,003.60	1,003.60	6.51	.05	0.7)
3. RACE	4	1,290.35	322.59	2.09	NS	0.9
4. RACE BY DISCIPLINE	40	6,165.01	154.13	8.41	.01	4.3
(Race by Discipline Interaction by Individual Component)						
(Psychiatrist	4	430.12	107.53	5.58	<.01	0.3)
(Ph.D. Psychologist	4	-	-	-	NS	0.0)
(M.A. Psychologist	4	716.86	179.22	5.97	<.01	0.5)
(Grad. Counseling	4	286.74	71.69	2.39	<.01	0.2)
(Grad. Social Worker	4	430.12	107.53	5.58	<.01	0.3)
(Other Grad. Degrees	4	430.12	107.53	5.58	<.01	0.3)
(Grad. Nurse	4	3,584.31	896.08	29.85	<.01	2.5)
(Other Nurse	4	-	-	-	NS	0.0)
(B.A. Degrees	4	286.74	71.69	5.97	<.01	0.2)
(AA or Non-Deg. Cert.	4	-	-	-	NS	0.0)
RESIDUAL	2021	58,926.042	30.02	-	-	41.1
TOTAL	2021	143,372.36	-	-	-	100.0

*Note: Often two or more sources of variance can be correlated and therefore account for the same variation. Sources of variation appearing below others do not contain variation accounted for by sources listed above them. Race by itself, for example, accounted for 5.8% of the variance in salary, but only 0.5% after variation due to educational discipline was removed in step 2. Also note that variation attributed to sources listed in initial caps is contained within sources of variation shown in all caps.

TABLE 14

Percent of White and Non-White Staff by Education/Discipline

CMHCS N = 5521

Education/Discipline and Average Salary

	TOTAL	PSYCHIAT.	PH.D. PSYCHOL.	M.A. PSYCHOL.	SOCIAL WORKER	GRADUATE NURSE	GRADUATE COUNSELOR	OTHER GRAD DEG.	OTHER NURSE	B.A. DEGREE	AA & NON-DEG.CERT.	OTHER
Average Salary	$16,100	$34,100	$25,100	$18,600	$20,700	$20,200	$17,800	$18,300	$16,500	$12,600	$13,000	$10,500
White												
Observed Percent	79.1%	3.6%	5.5%	6.4%	12.1%	1.1%	4.2%	6.6%	2.5%	14.7%	5.6%	16.9%
Expected Percent	-	3.2%	4.8%	5.7%	11.1%	0.9%	3.6%	6.2%	2.5%	13.7%	7.1%	20.5%
Non-White												
Observed Percent	20.9%	0.4%	0.6%	0.8%	1.9%	0.0%	0.4%	1.2%	0.7%	2.6%	3.4%	9.0%
Expected Percent	-	0.8%	1.3%	1.5%	2.9%	0.2%	1.0%	1.6%	0.7%	3.6%	1.9%	5.4%
Total	100.0%	4.0%	6.1%	7.2%	14.0%	1.1%	4.6%	7.8%	3.2%	17.3%	9.0%	25.9%

STATE HOSPITALS N = 2510

Education/Discipline and Average Salary

	TOTAL	PSYCHIAT.	PH.D. PSYCHOL.	M.A. PSYCHOL.	SOCIAL WORKER	GRADUATE NURSE	GRADUATE COUNSELOR	OTHER GRAD DEG.	OTHER NURSE	B.A. DEGREE	AA & NON-DEG.CERT.	OTHER
Average Salary	$16,500	$37,100	$32,100	$23,400	$25,900	$25,000	$22,300	$24,300	$19,800	$17,300	$16,300	$13,000
White												
Observed Percent	69.6%	1.4%	1.3%	.7%	3.3%	.3%	.6%	4.7%	4.5%	8.9%	13.3%	30.6%
Expected Percent	-	1.3%	1.0%	.6%	2.9%	.2%	.4%	3.8%	4.0%	7.2%	13.2%	34.9%
Non-White												
Observed Percent	30.4%	0.4%	0.1%	0.2%	0.9%	.0%	.0%	0.8%	1.3%	1.5%	5.6%	19.5%
Expected Percent	-	0.5%	0.4%	0.3%	1.3%	0.1%	.2%	1.7%	1.8%	3.2%	5.7%	15.2%
Total	100.0	1.8%	1.4%	.9%	4.2%	.3%	.6%	5.5%	5.8%	10.4%	18.9%	50.1%

TABLE 15

Average Fulltime Salaries by Race and Education/Discipline

CMHCS

RACIAL/ ETHNIC GROUP	TOTAL	PSYCHIAT.	PH.D. PSYCHOL.	M.A. PSYCHOL.	SOCIAL WORKER	GRADUATE NURSE	GRADUATE COUNSELOR	OTHER GRAD DEG.	OTHER NURSE	B.A. DEGREE	AA & NON-DEG.CERT.	OTHER
White												
Average Salary	$16,900	$34,100	$24,800	$18,800	$21,100	$20,400	$17,900	$18,800	$17,000	$12,500	$12,600	$10,600
Number of Staff	3128	148	242	212	472	55	211	236	89	557	245	661
Black												
Average Salary	$13,900		$30,800	$21,600	$19,800		$1,500	$15,200	$12,800	$13,200	$13,600	$10,200
Number of Staff	156	0	6	6	18	0	1	7	4	24	33	57
Native American												
Average Salary	$10,600		$30,000	$25,000	$18,300		$25,000	$20,000	$20,000	$11,400	$10,400	$ 9,400
Number of Staff	120	0	1	1	3	0	1	1	1	8	21	83
Asian												
Average Salary	$16,800	$34,600	$26,500	$13,300	$18,200	$17,500	$10,000	$16,200	$18,800	$12,200	$15,600	$11,500
Number of Staff	211	16	10	3	26	2	1	12	9	15	69	48
Hispanic												
Average Salary	$13,200	$34,000	$23,900	$15,900	$20,000	$17,500	$18,000	$16,600	$13,000	$13,000	$12,000	$10,400
Number of Staff	501	5	14	17	45	2	18	30	14	71	45	240

STATE HOSPITALS

RACIAL/ ETHNIC GROUP	TOTAL	PSYCHIAT.	PH.D. PSYCHOL.	M.A. PSYCHOL.	SOCIAL WORKER	GRADUATE NURSE	GRADUATE COUNSELOR	OTHER GRAD DEG.	OTHER NURSE	B.A. DEGREE	AA & NON-DEG.CERT.	OTHER
White												
Average Salary	$17,500	$39,300	$31,800	$23,000	$26,000	$24,300	$22,100	$23,700	$19,600	$17,400	$16,300	$14,000
Number of Staff	1552	30	29	13	75	8	14	108	104	196	311	664
Black												
Average Salary	$13,800	$40,000			$31,200	$35,000		$17,500	$20,000	$15,000	$15,600	$11,300
Number of Staff	112	2	0	0	4	1	0	2	5	1	16	81
Native American												
Average Salary	$14,400		$30,000						$17,500	$15,000	$16,800	$10,100
Number of Staff	24	0	1	0	0	0	0	0	2	3	8	10
Asian												
Average Salary	$15,100	$23,200	$32,500		$24,000			$27,900	$18,700	$16,200	$16,000	$11,200
Number of Staff	201	7	2	0	5	0	0	12	8	21	50	96
Hispanic												
Average Salary	$14,200	$50,000		$21,200	$24,500	$20,000	$25,000	$29,100	$22,300	$18,400	$16,100	$12,000
Number of Staff	389	1	0	4	12	1	1	6	17	13	57	277

TABLE 16

Percent of FTE by Job Function For Respondents of Different Racial/Ethnic Backgrounds in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	TOTAL
White (FTE)	55.8% (1695.0)	2.0% (62.2)	20.2% (614.1)	21.9% (666.1)	100.0% (3037.4)
Black (FTE)	60.5% (94.5)	5.1% (7.9)	12.8% (20.0)	21.6% (33.8)	100.0% (156.2)
Nat. Amer. (FTE)	52.3% (61.7)	6.7% (7.9)	9.8% (11.5)	31.2% (36.8)	100.0% (117.8)
Asian (FTE)	58.3% (105.4)	6.3% (11.4)	18.2% (32.9)	17.2% (31.0)	100.0% (180.7)
Hispanic (FTE)	50.7% (233.5)	4.0% (18.3)	17.6% (81.2)	27.7% (127.3)	100.0% (460.3)

TABLE 17

Percent of FTE by Job Function For Respondents of Different Racial/Ethnic Backgrounds in State Hospitals

FTE and Percent of Total (Row) FTE Broken down by Ethnic Group and Job Function

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	TOTAL
White* (FTE)	59.2% (604.6)	.6% (6.0)	10.3% (105.0)	29.9% (305.1)	100.0% (1020.6)
Black (FTE)	47.9% (40.0)	.0% (.0)	2.4% (2.0)	49.7% (41.5)	100.0% (83.5)
Nat. Amer. (FTE)	66.7% (12.0)	.0% (.0)	5.6% (1.0)	27.8% (5.0)	100.0% (18.0)
Asian (FTE)	55.3% (91.6)	.6% (1.0)	11.5% (19.0)	32.6% (54.0)	100.0% (165.6)
Hispanic (FTE)	54.5% (114.4)	.5% (1.0)	6.7% (14.0)	38.3% (80.4)	100.0% (209.8)

TABLE 18

FTE and Percent of Total FTE in Supervisory/Management Positions in CMHCs

	White	Black	Native American	Asian	Hispanics	All Ethnic Groups
Supervisory/Mgmt.	26.8%	16.2%	16.7%	27.9%	16.9%	25.0%
Percent	(825.6)	(25.5)	(20.4)	(58.4)	(79.6)	(1009.5)
FTE						
Total FTE	(3079.7)	(157.2)	(121.8)	(209.2)	(470.1)	(4038.0)

TABLE 19

FTE and Percent of Total FTE in Supervisory/Management Positions in State Hospitals

	White	Black	Native American	Asian	Hispanics	All Ethnic Groups
Supervisory/Mgmt.						
Percent	20.7%	13.2%	10.2%	64.1%	16.4%	22.0%
FTE	(377.7)	(12.0)	(6.0)	(77.2)	(38.0)	(510.9)
Total FTE	(1821.0)	(90.8)	(58.7)	(120.4)	(231.3)	(2322.1)

TABLE 20

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Different Racial/Ethnic Backgrounds in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
White (FTE)	9.3% (76.6)	27.1% (223.5)	46.8% (386.1)	1.7% (13.9)	3.2% (26.4)	12.0% (99.2)	100.0% (825.6)
Black (FTE)	.0% (.0)	19.6% (5.0)	64.7% (16.5)	.0% (.0)	.0% (.0)	15.7% (4.0)	100.0% (25.5)
Nat. Amer. (FTE)	.0% (.0)	14.7% (3.0)	63.8% (13.0)	.0% (.0)	.0% (.0)	21.5% (4.4)	100.0% (20.4)
Asian (FTE)	1.7% (1.0)	41.1% (24.0)	30.2% (17.6)	.0% (.0)	3.0% (1.7)	24.0% (14.0)	100.0% (58.4)
Hispanic (FTE)	8.8% (7.0)	36.5% (29.0)	44.1% (35.1)	1.3% (1.0)	.0% (.0)	9.4% (7.5)	100.0% (79.6)

TABLE 21

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Different Racial/Ethnic Backgrounds in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
White (FTE)	1.3% (5.0)	18.5% (69.8)	66.8% (252.4)	.8% (3.0)	.9% (3.2)	11.7% (44.3)	100.0% (377.7)
Black (FTE)	8.3% (1.0)	8.3% (1.0)	50.0% (6.0)	.0% (.0)	8.3% (1.0)	25.0% (3.0)	100.0% (12.0)
Nat. Amer. (FTE)	.0% (.0)	16.7% (1.0)	50.0% (3.0)	.0% (.0)	.0% (.0)	33.3% (2.0)	100.0% (6.0)
Asian (FTE)	.0% (.0)	19.4% (15.0)	51.8% (40.0)	.0% (.0)	.0% (.0)	28.8% (22.2)	100.0% (77.2)
Hispanic (FTE)	.0% (.0)	18.4% (7.0)	76.3% (29.0)	.0% (.0)	.0% (.0)	5.3% (2.0)	100.0% (38.0)

TABLE 22

Average Tenure With Facility by Racial/Ethnic Background and State For All Respondents From CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska (FTE)	2.3 (91.4)	.0 (.0)	3.6 (3.4)	2.5 (6.7)	.4 (1.0)	2.4 (102.4)
Arizona (FTE)	3.0 (865.8)	2.2 (64.9)	2.4 (80.5)	1.7 (14.2)	2.3 (135.8)	2.8 (1161.2)
Colorado (FTE)	3.9 (1017.3)	4.8 (61.3)	2.7 (9.9)	3.0 (6.3)	3.6 (164.1)	3.9 (1258.8)
Hawaii (FTE)	5.0 (103.4)	4.3 (4.0)	.0 (.0)	8.0 (166.7)	14.8 (3.7)	6.9 (277.8)
Idaho (FTE)	5.0 (116.1)	.0 (.0)	.0 (.0)	7.0 (1.0)	.7 (.1)	5.0 (117.3)
Montana (FTE)	3.6 (198.5)	2.1 (3.0)	3.3 (6.2)	.0 (.0)	5.7 (3.0)	3.6 (210.7)
New Mexico (FTE)	2.9 (184.8)	2.0 (11.0)	1.3 (8.5)	.0 (.0)	3.2 (115.9)	2.9 (320.2)
Utah (FTE)	4.8 (415.0)	6.0 (10.0)	3.3 (6.4)	3.5 (9.0)	4.5 (32.1)	4.7 (472.4)
Total (FTE)	3.7 (2992.3)	3.5 (154.2)	2.5 (114.8)	7.0 (203.8)	3.3 (455.8)	3.8 (3920.9)

NOTE: Some states did not ask what month the questionaire was filled out; individuals in these states were assigned a default value of June 31st (i.e., the midpoint of the year). Individuals who failed to respond to the same question were assigned the most frequent response for that state.

TABLE 23

Average Tenure With Facility by Racial/Ethnic Background and State For Direct Care Respondents From CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska (FTE)	2.8 (52.8)	.0 (.0)	8.7 (1.0)	.9 (1.0)	.0 (.0)	2.9 (54.8)
Arizona (FTE)	2.9 (463.2)	2.5 (34.1)	2.1 (37.3)	1.9 (11.2)	2.8 (51.3)	2.8 (597.0)
Colorado (FTE)	3.9 (592.4)	5.7 (36.8)	1.8 (4.8)	.9 (3.0)	3.6 (83.8)	4.0 (720.7)
Hawaii (FTE)	5.0 (81.4)	5.7 (3.0)	.0 (.0)	8.4 (93.2)	17.2 (3.0)	7.0 (180.6)
Idaho (FTE)	5.1 (71.9)	.0 (.0)	.0 (.0)	7.0 (1.0)	.0 (.0)	5.2 (72.9)
Montana (FTE)	3.8 (119.8)	.1 (1.0)	3.2 (4.2)	.0 (.0)	5.3 (1.0)	3.7 (126.0)
New Mexico (FTE)	2.7 (121.8)	2.5 (8.0)	.2 (3.0)	.0 (.0)	3.3 (57.8)	2.8 (190.6)
Utah (FTE)	5.0 (276.4)	6.6 (6.0)	3.5 (5.4)	2.5 (7.0)	4.2 (27.1)	4.9 (321.9)
Total (FTE)	3.8 (1779.6)	4.2 (88.8)	2.3 (55.7)	7.2 (116.4)	3.6 (224.0)	3.9 (2264.5)

NOTE: Some states did not ask what month the questionaire was filled out; individuals in these states were assigned a default value of June 31st (i.e., the midpoint of the year). Individuals who merely failed to respond to this question were assigned the most frequent response for that state.

TABLE 24

Average Tenure With Facility by Racial/Ethnic Background and State For All Respondents From State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska	4.4	4.6	.0	1.4	1.0	4.3
(FTE)	(70.2)	(3.0)	(.0)	(1.0)	(1.0)	(75.2)
Arizona	6.7	6.4	4.2	4.1	5.0	6.4
(FTE)	(373.4)	(66.0)	(8.0)	(9.0)	(66.2)	(522.6)
Colorado	12.0	12.3	10.8	6.7	11.3	11.8
(FTE)	(625.2)	(29.5)	(8.0)	(6.0)	(189.8)	(858.5)
Hawaii	5.5	3.5	4.3	10.7	3.3	9.2
(FTE)	(66.8)	(2.0)	(1.0)	(174.6)	(3.0)	(247.4)
Idaho	7.8	2.1	10.0	.0	3.1	7.8
(FTE)	(141.4)	(2.0)	(4.0)	(.0)	(2.0)	(149.4)
Montana	7.0	5.3	.5	.0	1.3	6.8
(FTE)	(123.8)	(4.0)	(2.0)	(.0)	(1.0)	(130.8)
New Mexico	5.9	.0	.0	.0	9.4	9.1
(FTE)	(12.0)	(.0)	(.0)	(.0)	(127.6)	(139.6)
Utah	5.4	6.4	.8	1.6	4.4	5.3
(FTE)	(235.3)	(4.0)	(3.0)	(1.0)	(2.0)	(245.3)
Total	8.5	7.8	6.5	10.2	9.4	8.7
(FTE)	(1648.0)	(110.5)	(26.0)	(191.6)	(392.6)	(2368.8)

NOTE: Some states did not ask what month the questionaire was filled out; individuals in these states were assigned a default value of June 31st (i.e., the midpoint of the year). Individuals who failed to respond to the same question were assigned the most frequent response for that state.

TABLE 25

Average Tenure With Facility by Racial/Ethnic Background and State For Direct Care Respondents from State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska	4.8	6.4	.0	1.4	.0	4.8
(FTE)	(33.2)	(2.0)	(.0)	(1.0)	(.0)	(36.2)
Arizona	5.5	5.3	.7	4.0	5.0	5.4
(FTE)	(183.4)	(18.0)	(2.0)	(5.0)	(11.8)	(220.2)
Colorado	10.0	6.8	12.7	7.3	13.8	10.7
(FTE)	(199.6)	(5.0)	(3.0)	(2.0)	(49.0)	(258.6)
Hawaii	4.6	.0	.0	10.4	2.4	8.0
(FTE)	(40.3)	(.0)	(.0)	(61.2)	(2.0)	(103.5)
Idaho	6.6	1.6	10.0	.0	2.8	6.7
(FTE)	(56.6)	(1.0)	(4.0)	(.0)	(1.0)	(62.6)
Montana	7.0	7.4	.0	.0	1.3	6.9
(FTE)	(52.6)	(1.0)	(.0)	(.0)	(1.0)	(54.6)
New Mexico	4.1	.0	.0	.0	8.5	8.0
(FTE)	(10.0)	(.0)	(.0)	(.0)	(76.6)	(86.6)
Utah	4.9	.0	.3	.0	7.0	4.9
(FTE)	(96.4)	(.0)	(1.0)	(.0)	(1.0)	(98.4)
Total	6.9	5.6	8.0	9.7	9.8	7.5
(FTE)	(672.1)	(27.0)	(10.0)	(69.2)	(142.4)	(920.7)

NOTE: Some states did not ask what month the questionaire was filled out; individuals in these states were assigned a default value of June 31st (i.e., the midpoint of the year). Individuals who merely failed to respond to this question were assigned the most frequent response for that state.

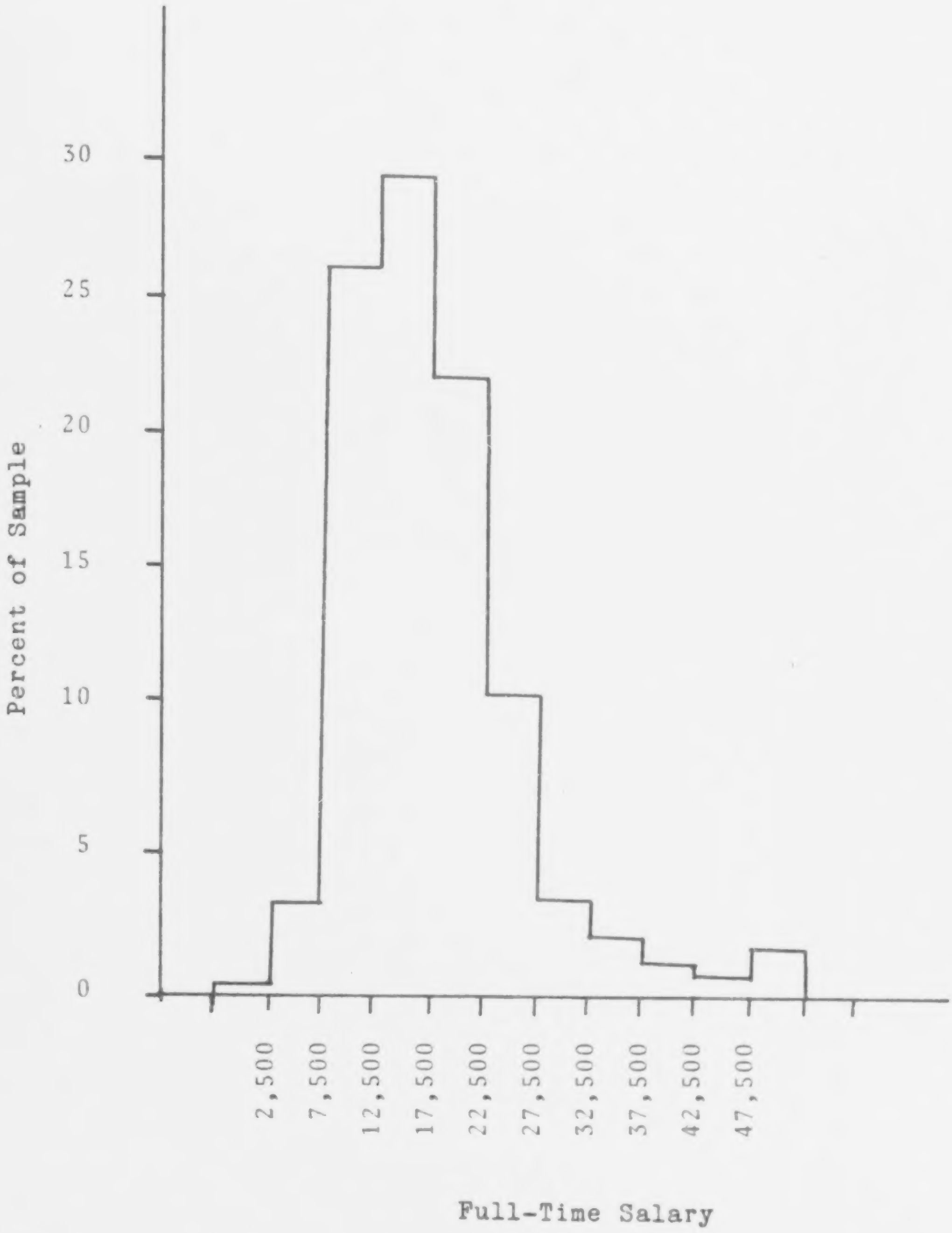


Figure 11. Frequency distribution of full-time salaries of respondents from CMHCs.

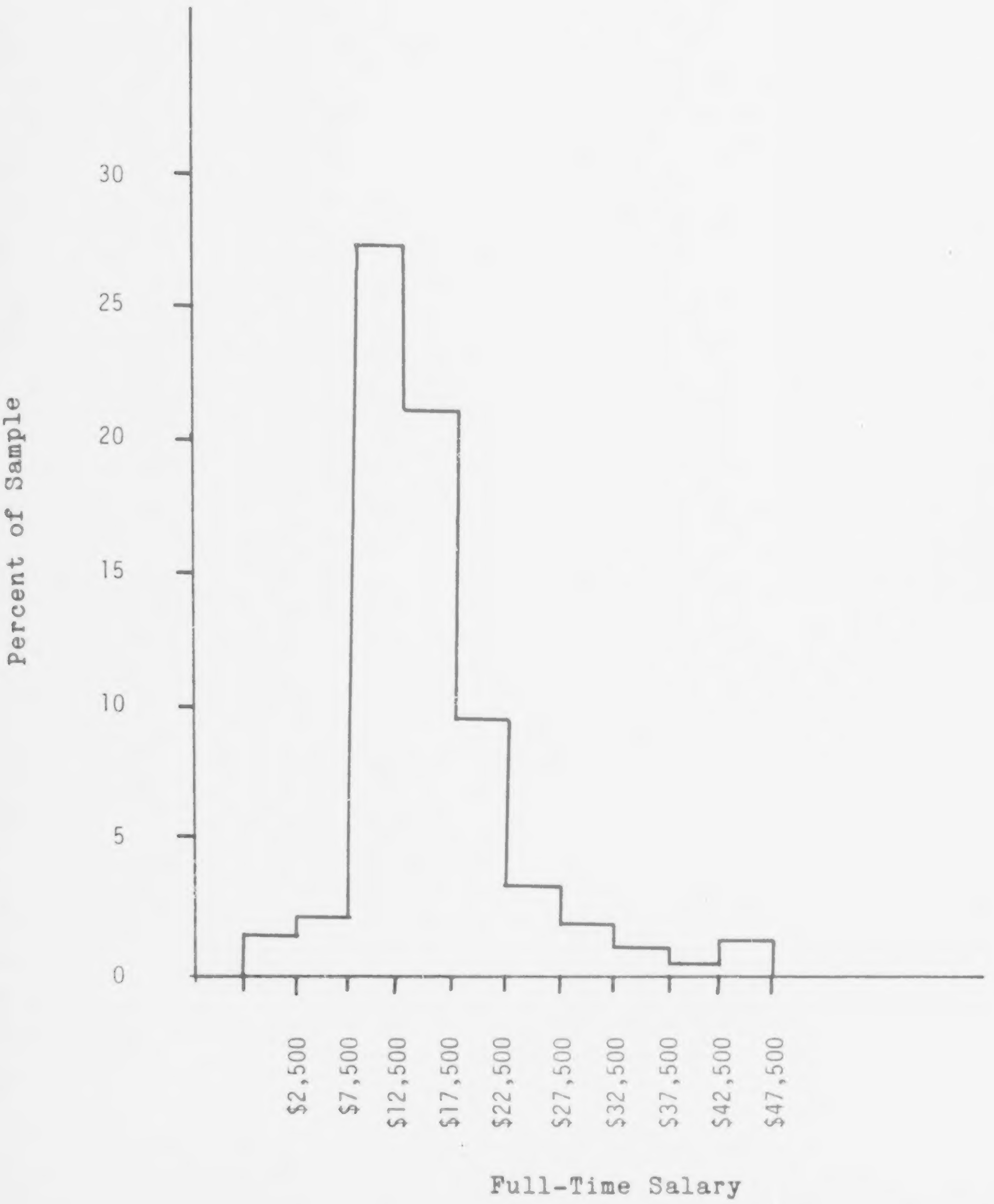


Figure 12. Frequency distribution of full-tine salaries of respondents from state hospitals.

State hospitals are plotted as open circles.
CMHCs are plotted as filled circles.

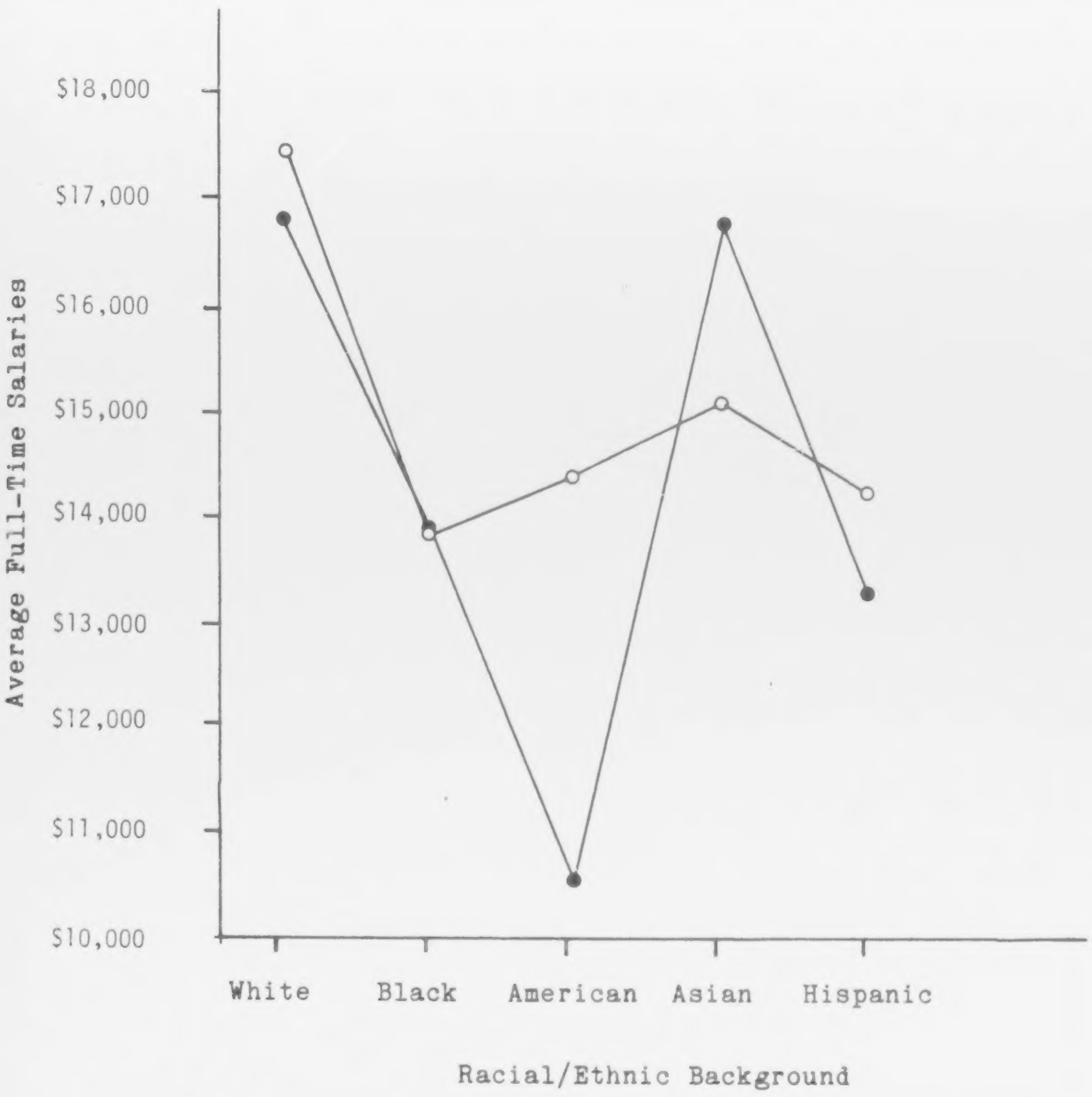


Figure 13. Average full-time salaries of respondents from CMHCs and state hospitals by racial/ethnic background.

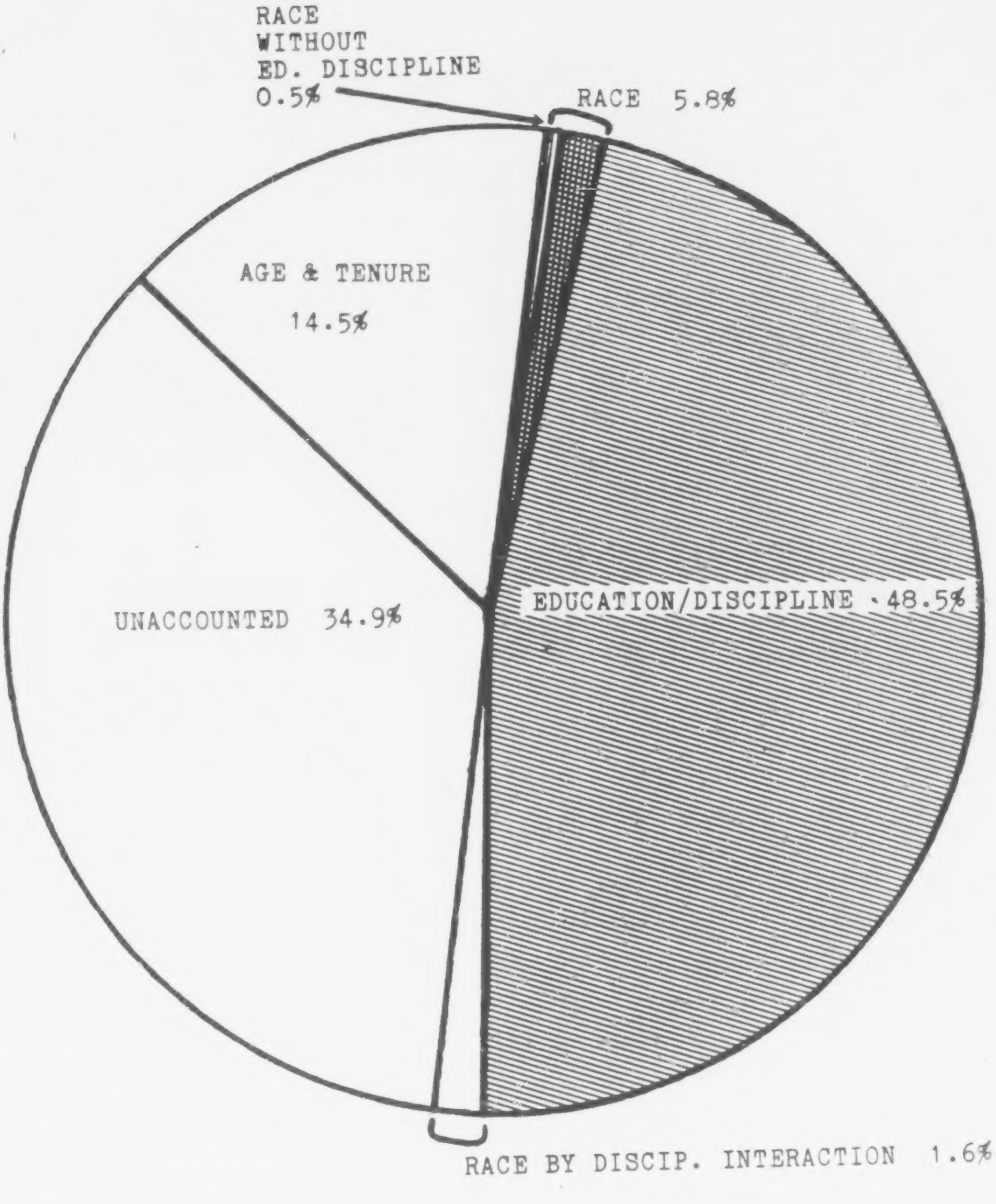


Figure 14. Percent of variation in salary attributable to various factors for CMHCs.

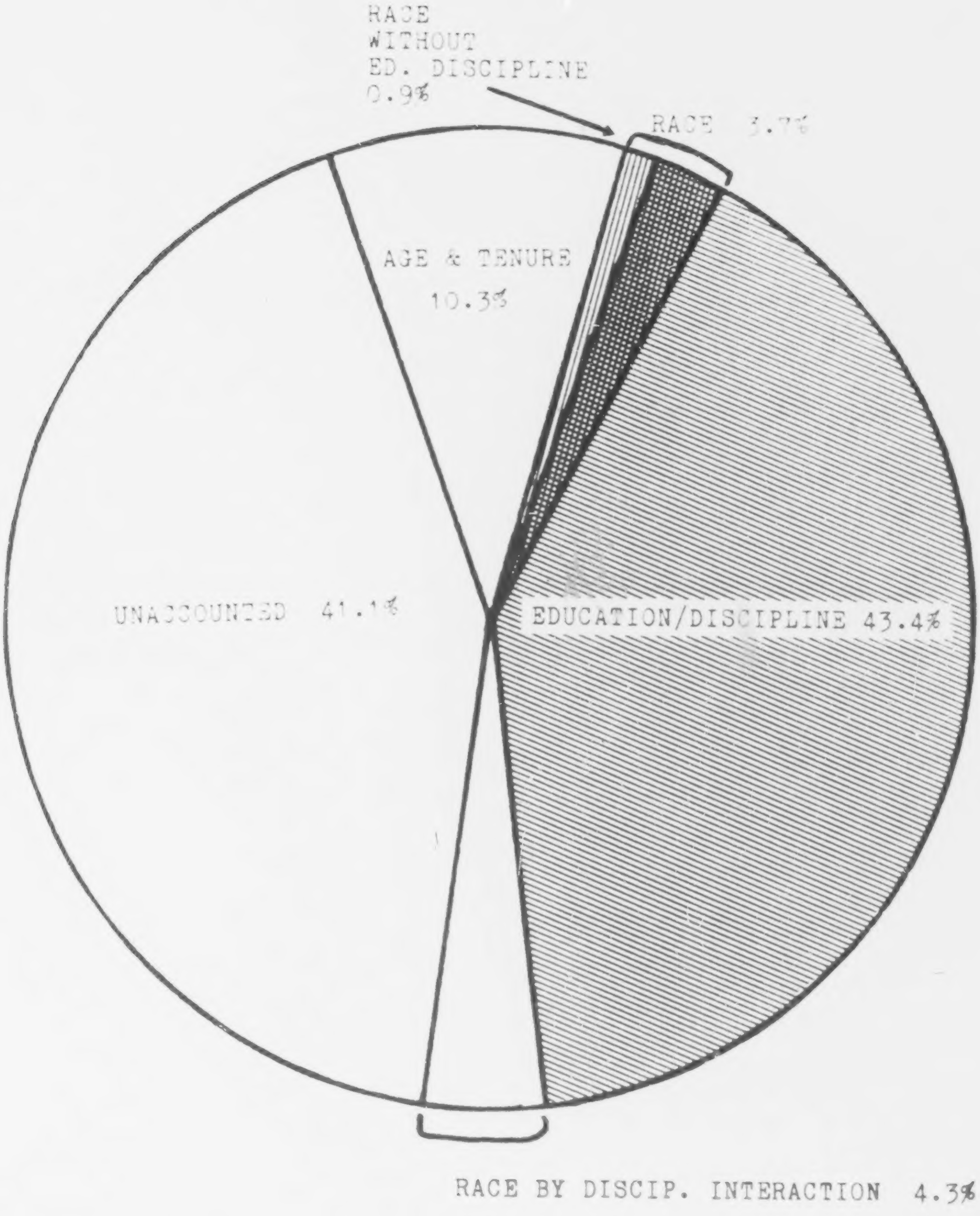


Figure 15. Percent of variation in salary attributable to various factors for state hospitals.

Section III. Utilization of Staff

In this section we examine whether therapists from different ethnic/racial backgrounds perform different functions and/or serve different types of clients.

Hours Spent in Mental Health Treatment

Do therapists from some ethnic/racial backgrounds spend more time in mental health treatment than do others? Table 28 shows, for CMHCs, the average number of hours reported in mental health treatment by therapists of different ethnic/racial backgrounds who saw at least one client during the sample week. These averages are expressed in hours per FTE. That is, each therapist's hours spent in mental health treatment was divided by his or her FTE in order to make comparable data from therapists who work full-time and those who work less than full-time.

Examining the regional totals for CMHCs, there is considerable variation in the amount of time therapists of different ethnic/racial backgrounds spend in mental health treatment, with Asian and Native American therapists spending slightly less time than did White, Black, and Hispanic therapists. There is considerably more variation among ethnic/racial groups, when data are examined within individual states. Hispanic staff seem to be utilized a great deal in providing mental health treatment, probably because of their ability to speak Spanish. The lesser amount of time Asian therapists spend in mental health treatment appears due to the large number of Asian therapists in Hawaii, who are the majority population there and devote relatively few hours to mental health treatment.

The same regional pattern occurs in Table 29 for state hospitals, but the differences among therapists of different ethnic/racial backgrounds are more pronounced - especially for Asian therapists who spend the least amount of time in mental health treatment and for Hispanic therapists, who spend the most amount of time in mental health treatment. Again, the small number of hours spent by Asian therapists in mental health treatment appears due to those in Hawaii. Examining the large average number of hours devoted to mental health treatment by Hispanic therapists, one can see that this effect is produced by the large number of Hispanic therapists in New Mexico who reported spending an average of 36.9 hours per week in mental health treatment.

Staff Effort With Target Client Groups

We now turn to the question of whether therapists of different ethnic racial backgrounds tend to serve different types of clients. In an attempt to determine what types of therapists serve what types of clients, respondents who provided services to at least one client during the sample week were asked to list the number of clients seen during the week and the percent of clients seen by age group, ethnic group, and whether clients were chronically mentally ill (CMI) or not chronically mentally ill. A total of 40,940 clients were reported seen in CMHCs during the sample week. For state hospitals the number of clients reported was 21,666.

The procedure used to analyze these data involved multiplying each of the percent caseload measures by the total number of clients seen by the therapist, thereby obtaining an estimate of the number of clients seen for each type of client and by each type of therapist. In this way clients were distributed over the different types of therapists and client groups. Although there is some duplication of clients due to two different therapists each seeing the same client during the sample week the actual number of clients seen is less important than the relative numbers seen by different types of therapists.

Do Therapists Tend to Serve Clients of the Same Ethnic/Racial Background?

Here we examine the extent to which minority therapists are used to treat clients of the same and of different ethnic/racial backgrounds. It is sometimes stated that minority staff should be used to serve clients of the same ethnic/racial minority in order to provide appropriate services to minorities by removing language and cultural communication barriers (Wu and Windle, 1980).

Do White therapists tend to serve White clients and do Black therapists tend to serve Black clients, etc. in proportions greater than that expected by chance? This question can be answered by examining the cells on the diagonals of Tables 30 (CMHCs) and 31 (State Hospitals). These two tables each show the proportion of clients by racial/ethnic background of clients and therapists. Each cell of these tables shows the observed percent of the clients reported and below it, in parentheses, the percent expected if there was no relationship between the ethnic/racial background of clients and of therapists. For example, examining the first cell in Table 30 we see that approximately 60.1 percent of the clients reported are expected to be White clients seen by White therapists. One can expect this figure because 75.1 percent of the client sample is White and 80 percent of the therapists responding to the survey are White. Multiplying 75.1 percent by 80 percent we obtain 60.1 percent, the proportion expected by chance. The observed proportion of 65.2 percent is larger than the expected value of 60.1 percent, indicating that White therapists do indeed tend to see more White clients than the number expected if clients were assigned randomly to therapists without regard to race of client and therapist. Observed values larger than those expected by chance also occur for the other cells on the diagonal of Table 30, indicating that for CMHCs there is considerable matching of clients and therapists of the same ethnic/racial backgrounds.

Observed and expected proportions of clients in state hospitals are shown in Table 31. Here the matching of clients and therapists of the same ethnicity is less strong, occurring only for Whites, Asians, and Hispanics. The matching of same-ethnicity clients and therapists does not occur here for Blacks or for Native Americans. Instead, White therapists see slightly more than their share of Black and Native American clients and more Whites than expected by chance occur in the caseloads of Black and Native American therapists. In addition, Hispanic therapists tend to see slightly more than their share of Asian clients.

An important question is whether this apparent matching of therapists and clients in CMHCs may occur *not* because of a selective matching of therapists and clients, but as an artifact produced by some states or facilities having a large percentage of a particular minority in *both* their client and therapist populations. To some extent, this question can be answered by examining the observed and expected proportions of different client-therapist combinations *within particular states*. If a matching of same-ethnicity clients and therapists does not occur for a substantial proportion of those states which have significant minority populations, then the matching occurring in the regional tables is probably artifactually produced. Individual state tables for CMHCs and state hospitals appear in the Appendix as Tables 30.a through 31.h.

Individual state results for CMHCs showed substantial evidence of a true matching of same-ethnicity therapists and clients for Whites and for Hispanics. The states of Alaska, Idaho and Montana failed to show evidence of any same-ethnic minority matching, but, with the exception of Native Americans in Alaska, these states also have very small minority populations. States showing White with White and Hispanic with Hispanic matching are Arizona, Colorado, New Mexico, and Utah. In addition, Hawaii showed a matching of Asian therapists and clients and a matching of Black therapists with Black clients occurred for Colorado.

For state hospitals, only two states--Alaska and Colorado--showed any evidence of same ethnicity matching of clients and therapists, indicating that the somewhat weak matching of clients and therapists found previously in the state hospital regional table is probably a statistical artifact rather than a real result.

Table 32 expresses percentages in terms of clients seen by therapists of various ethnic/racial backgrounds; this table is useful in answering questions such as "What types of clients do Black therapists see?" Table 32 presents results from the perspective of the therapist. As one might expect, a large proportion of the caseloads of therapists of all ethnic/racial backgrounds consist of White clients. Again, the exception is Asian therapists who, for both CMHCs and state hospitals, see the smallest proportion of White clients of any ethnic/racial group. An interesting phenomenon occurring for state hospitals is that Black and Native American therapists actually see a larger proportion of White clients than do White therapists! Perhaps the disproportionate number of Whites seen by Black and Native American therapists is due to these two minorities having a very small client population of the same ethnic/racial background so, they end up treating Whites. There is also a tendency for clients from one minority to be treated either by Whites or by the same minority, but not by therapists of a different minority.

Staff Effort With the CMI

Do therapists of different ethnic/racial backgrounds devote different amounts of time to serving the CMI? Table 33 presents the observed and expected proportions of clients who are CMI and who are not CMI, served by therapists of different ethnic/racial backgrounds. The observed and expected proportions appearing in this table were obtained in a manner analogous to the values for clients by ethnic/racial background appearing in tables on CMHCs and hospitals. On the whole, departures from expectation for both CMHCs and state hospitals were very slight.

For CMHCs, approximately one-third of the total clients reported served were CMI and approximately two-thirds were not CMI, with Asians serving a slightly greater proportion of the CMI clients than that which would be their share if clients and therapists were matched randomly and Hispanics serving slightly less than their share of CMI.

Approximately two-thirds of the clients reported in state hospitals were CMI. Of these White therapists served slightly more than their share and Hispanic therapists slightly less than their share.

TABLE 26

Average Number of Years in Mental Health by Racial/Ethnic Background and State For Direct Care Respondents in CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska (FTE)	8.1 (53.8)	.0 (.0)	8.0 (1.0)	3.0 (1.0)	.0 (.0)	8.0 (55.8)
Arizona	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Colorado (FTE)	8.6 (576.3)	9.5 (31.8)	10.0 (4.3)	3.7 (3.0)	7.9 (80.7)	8.6 (696.1)
Hawaii (FTE)	14.8 (78.2)	17.3 (3.0)	.0 (.0)	11.4 (91.2)	18.2 (3.2)	13.1 (175.6)
Idaho (FTE)	10.3 (71.9)	.0 (.0)	.0 (.0)	18.0 (1.0)	.0 (.0)	10.4 (72.9)
Montana	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
New Mexico (FTE)	7.7 (122.8)	7.8 (8.0)	9.0 (3.0)	.0 (.0)	6.7 (53.0)	7.5 (186.9)
Utah (FTE)	8.4 (264.1)	7.5 (6.0)	3.5 (5.4)	5.4 (7.0)	6.7 (26.0)	8.1 (308.5)
Total (FTE)	9.0 (1167.1)	9.4 (48.8)	7.1 (13.7)	10.7 (103.2)	7.5 (163.1)	8.9 (1495.8)

TABLE 27

Average Number of Years in Mental Health by Racial/Ethnic Background and State For Direct Care Respondents in State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska	9.9	6.5	.0	11.0	.0	9.8
(FTE)	(31.2)	(2.0)	(.0)	(1.0)	(.0)	(34.2)
Arizona	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Colorado	13.0	10.2	12.7	18.5	14.7	13.3
(FTE)	(197.5)	(6.0)	(3.0)	(2.0)	(50.0)	(258.6)
Hawaii	11.1	.0	.0	11.7	3.5	11.3
(FTE)	(39.1)	(.0)	(.0)	(63.2)	(2.0)	(104.3)
Idaho	11.0	10.0	11.7	.0	3.0	10.9
(FTE)	(57.6)	(1.0)	(4.0)	(.0)	(1.0)	(63.6)
Montana	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
New Mexico	6.8	.0	.0	.0	11.1	10.6
(FTE)	(10.0)	(.0)	(.0)	(.0)	(76.6)	(86.6)
Utah	6.8	.0	1.0	.0	8.0	6.8
(FTE)	(87.9)	(.0)	(1.0)	(.0)	(1.0)	(89.9)
Total	10.9	9.3	10.8	11.9	12.3	11.3
(FTE)	(423.3)	(9.0)	(8.0)	(66.2)	(130.6)	(637.1)

TABLE 28

Average Mental Health Treatment Hours Per Therapist FTE by Racial/Ethnic Backgrounds and State For CMHCs

Race of Therapist	Regional Total	State							
		Alaska	Arizona	Colorado	Hawaii	Idaho	Montana	New Mexico	Utah
White Therapists									
MH Treatment Hours/FTE	24.7	20.4	27.6	21.5	18.6	26.0	25.1	23.9	25.2
Number of FTEs=	1404.9	49.8	453.1	260.3	82.3	67.4	121.0	99.3	271.5
Black Therapists									
MH Treatment Hours/FTE	25.0	-	27.9	20.7	22.0	-	40.0	23.1	22.0
Number of FTEs=	61.0	-	30.0	15.0	3.0	-	1.0	7.0	5.0
Native American Therapists									
MH Treatment Hours/FTE	21.2	8.0	21.3	16.1	-	-	28.0	16.3	22.2
Number of FTEs=	48.9	1.0	35.0	1.3	-	-	4.2	3.0	4.4
Asian Therapists									
MH Treatment Hours/FTE	20.6	9.0	28.6	-	19.6	18.0	-	-	23.8
Number of FTEs=	113.4	1.0	11.2	-	94.2	1.0	-	-	6.0
Hispanic Therapists									
MH Treatment Hours/FTE	25.7	-	27.5	24.2	31.0	-	30.0	25.1	24.2
Number of FTEs=	149.8	-	47.4	29.8	3.2	-	1.0	42.2	26.1

TABLE 29

Average Mental Health Treatment Hours Per Therapist FTE by Racial/Ethnic Backgrounds and State For State Hospitals

Race of Therapist	Regional Total	State							
		Alaska	Arizona	Colorado	Hawaii	Idaho	Montana	New Mexico	Utah
White Therapists									
MH Treatment Hours/FTE	25.2	31.1	26.5	20.2	26.5	25.0	18.1	18.8	27.3
Number of FTEs=	495.1	30.2	169.6	59.2	35.4	50.6	44.1	7.0	98.9
Black Therapists									
MH Treatment Hours/FTE	23.5	30.0	22.0	33.0	-	-	28.0	-	-
Number of FTEs=	23.0	1.0	19.0	2.0	-	-	1.0	-	-
Native American Therapists									
MH Treatment Hours/FTE	22.8	-	24.0	35.0	-	14.0	-	-	35.0
Number of FTEs=	7.0	-	2.0	1.0	-	3.0	-	-	1.0
Asian Therapists									
MH Treatment Hours/FTE	18.8	37.0	21.2	-	18.3	-	-	-	-
Number of FTEs=	71.2	1.0	5.0	-	65.2	-	-	-	-
Hispanic Therapists									
MH Treatment Hours/FTE	33.3	-	26.2	23.9	20.0	-	-	36.9	15.0
Number of FTEs=	88.4	-	11.8	12.0	1.0	-	-	62.6	1.0

TABLE 30

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists Regional Totals For CMHCs

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	75.1%	65.2%(+)	2.3%	0.9%	2.2%	4.6%
Expected Percent	-	60.1	2.6%	1.4%	4.7%	6.3%
Black Clients						
Observed Percent	3.0%	2.3%	0.4%	0.0%	0.1%	0.2%
Expected Percent	-	2.4%	0.1%(+)	0.1%	0.2%	0.2%
Nat. Amer. Clients						
Observed Percent	3.6%	2.2%	0.1%	.9%	0.1%	0.3%
Expected Percent	-	2.9%	0.1%	0.1%(+)	0.2%	0.3%
Asian Clients						
Observed Percent	6.5%	2.7%	0.1%	.0%	3.7%	0.2%
Expected Percent	-	5.3%	0.2%	0.1%	0.4%(+)	0.6%
Hispanic Clients						
Observed Percent	11.7%	7.6%	0.5%	0.1%	0.2%	3.3%
Expected Percent	-	9.4%	0.4%(+)	0.2%	0.7%	1.0%(+)
Column Totals	100.0%	80.0%	3.4%	1.9%	6.2%	8.5%

TABLE 31

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists Regional Totals for State Hospitals

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS				
		WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	71.9%	58.2%	3.0%	1.6%	2.8%	6.3%
Expected Percent	-	53.9%(+)	2.6%(+)	1.3%(+)	5.2%	8.9%
Black Clients						
Observed Percent	3.6%	2.9%	.1%	.1%	.1%	.4%
Expected Percent	-	2.7%(+)	.1%	.1%	.3%	.4%
Nat. Amer. Clients						
Observed Percent	4.5%	3.8%	.2%	.0%	.1%	.3%
Expected Percent	-	3.4%(+)	.2%	.1%	.3%	.5%
Asian Clients						
Observed Percent	7.1%	2.9%	.0%	.0%	4.0%	.2%
Expected Percent	-	5.3%	.3%	.1%	.5%(+)	.1%(+)
Hispanic Clients						
Observed Percent	12.9%	7.1%	.3%	.1%	.3%	5.1%
Expected Percent	-	9.7%	.5%	.2%	.9%	1.6%(+)
Column Totals	100.0%	74.9%	3.6%	1.8%	7.3%	12.4%

TABLE 32

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background
by Race/Ethnicity of Client

Regional

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS					
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=32735.4	100.0%	81.4%	2.9%	2.6%	3.3%	9.5%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 1404.2	100.0%	67.2%	12.8%	3.2%	2.5%	13.9%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 782.4	100.0%	45.7%	1.7%	46.5%	.1%	5.8%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 2539.9	100.0%	35.3%	1.0%	1.0%	59.3%	3.1%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 3478.4	100.0%	53.9%	2.4%	3.2%	1.9%	38.4%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS					
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=16225.7	100.0%	77.6%	3.9%	5.0%	3.8%	9.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 780.9	100.0%	82.3%	3.5%	5.0%	.4%	8.6%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 386.6	100.0%	92.4%	3.0%	1.0%	.0%	3.4%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 1573.0	100.0%	37.9%	1.7%	1.6%	54.9%	3.8%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 2699.8	100.0%	50.7%	3.3%	2.7%	1.8%	41.3%

TABLE 33

Observed and Expected Percent of Clients Who Are and Are Not CMI by Racial/Ethnic Background of Therapist

Regional

CMHCs

		RACE/ETHNICITY OF THERAPISTS				
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
CMI Clients						
Observed Percent	34.2%	26.6%	.8%	.5%	3.4%	2.9%
Expected Percent		(26.9%)	(1.1%)	(.7%)	(1.8%)	(3.5%)
Non-CMI Clients						
Observed Percent	65.4%	52.0%	2.5%	1.5%	2.0%	7.4%
Expected Percent		(51.4%)	(2.2%)	(1.3%)	(3.5%)	(6.7%)
		78.6	3.3	2.0	5.4	10.3

STATE HOSPITALS

		RACE/ETHNICITY OF THERAPISTS				
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
CMI Clients						
Observed Percent	62.0%	50.5%	2.8%	1.2%	4.1%	3.4%
Expected Percent		49.7%	2.1%	1.0%	4.0%	4.8%
Non-CMI Clients						
Observed Percent	37.4	29.7%	.6%	.4%	2.3%	4.4%
Expected Percent		(30.0%)	(1.3%)	.6%	3.8%	2.9%
		8.02	3.4	1.6	6.4	7.8

Section IV. Services to Clients

A number of studies have found that members of ethnic minority groups receive mental health care of lower quality and in lesser proportions than that received by the majority population (Padilla, Ruiz, and Alvarez, 1975; Sue, 1974, 1977). In this section we examine the relationship between clients and therapists from the clients' perspective.

Who Serves Clients of Different Ethnic/Racial Backgrounds?

Table 34 shows the relationship between clients and therapists in terms of percentages of the total number of clients of each ethnic/racial background. This table is useful in answering questions such as "Who serves Black clients?"

Table 34 shows that even though there is a significant matching of clients and therapists of the same ethnic/racial background in both CMHCs and state hospitals a large proportion of clients from all ethnic/racial backgrounds except Asian are still treated by White therapists. This finding makes sense since White therapists constitute 80 percent of the respondents and are the majority population in all areas except for Hawaii.

Who Sees Hispanic Clients?

Two factors which should influence the assignment of Hispanic clients to therapists are whether a clinician is of Hispanic origin and whether he/she speaks Spanish. This section examines the effects of these two factors on the percent of Hispanic clients in therapists' caseloads.

Figures 16 and 17 show the percent of therapists' caseloads who are Hispanic for Hispanic therapists, White therapists, and for therapists who belong to some other minority group. Separate lines are used for therapists who can and cannot speak Spanish. The effects of race and Spanish language ability are both highly significant, as revealed by the analysis of variance shown in Table 35. Hispanic therapists see more Hispanic clients than do therapists who are from other minorities or who are White and therapists who speak Spanish see more Hispanic clients than do therapists who do not speak Spanish.

More interestingly, however, these two graphs show that the two factors of race/ethnicity and Spanish language ability do not operate independently. That is, whether or not a therapist speaks Spanish has a much larger effect on the percent of Hispanic clients when the therapist is Hispanic. For both hospitals and CMHCs, this interaction between Spanish language ability and race/ethnicity was statistically significant and can be seen in Figures 16 and 17. If the effect of being able to speak Spanish was the same regardless of the race of the therapist, the two lines in each figure would be parallel, but clearly they are not. For CMHCs (Figure 16) the ability to speak Spanish has an effect on the percent of clients who are Hispanic regardless of the race of the therapist, but the effect is larger when the therapist is Hispanic. In state hospitals (Figure 17) the ability to speak Spanish influences the percent of clients who are Hispanic only for therapists who are Hispanic themselves. White therapists and therapists from other minorities see about the same percent of Hispanic clients regardless of whether or not they can speak Spanish.

Finally, therapists from racial/ethnic minorities other than Hispanic see fewer Hispanic clients than do White therapists, probably because these other minorities are used more to treat clients of their own racial/ethnic origin or to treat Whites.

Do All Disciplines Serve All Ethnic/Racial Group Clients Equitably?

An important consideration in examining ethnic/racial equity in the public mental health system is the extent to which clients of different ethnic/racial groups are equitably represented in caseloads of the different disciplines. In the past studies have found that economically disadvantaged clients tend to be treated by less well educated paraprofessional staff; whereas more affluent clients are treated by more highly educated professional staff. Is there a similar pattern for ethnic/racial groups, i.e. that non-White clients tend to be treated by less well educated paraprofessional staff and White clients by graduate-level professional staff?

Table 36 presents information on the average percent of each ethnic/racial group in caseloads of respondents by discipline. Column one presents the average percent of caseload for all respondents against which percent for the various disciplines may be measured.

An examination of Table 36 indicates that in CMHCs there is some tendency for graduate psychologists and social workers to include larger proportions of White clients and lower proportions of other ethnic/racial group clients than are represented in the "total" column. The reverse is true of the "other" discipline in which Whites are underrepresented and all other ethnic/racial groups overrepresented. These patterns lend some support to the hypothesis that so called "minority" group clients are served by lesser educated staff than are majority group clients. However, psychiatrists' caseloads represent fairly equitably the regional average except for a lower percent of Native Americans and higher percent of Asian/Pacific Islanders than in the regional average. Psych. tech. and nurses categories--lesser educated disciplines--also show an overrepresentation of White clients. Therefore, no firm conclusions regarding how equitably minority groups are served by professionals vs. paraprofessionals can be drawn from this particular analysis.

Data for state hospitals show a different picture, perhaps partly because of the large proportion of all staff contained in the "other" discipline category. In state hospitals there are no consistent differences between graduate professional staff and paraprofessional staff in the proportion of their caseloads which are White and non-White.

What Types of Facilities Serve Clients of Different Racial/Ethnic Backgrounds?

Data on relative utilization rates indicate that there may be a tendency for clients of non-White ethnic/racial background to be treated in state hospitals and for White clients to be treated in CMHCs. This tendency can be seen in Figure 18 which shows relative utilization rates for state hospitals and for CMHCs as a function of ethnic/racial group. Here it can be seen that for Whites, utilization rates are about the same for both types of facilities, but for each of the other ethnic/racial groups, relative utilization rates are higher for state hospitals than for CMHCs. This pattern also appears in twenty-five of the forty comparisons possible when one compares CMHCs and state hospital utilization rates separately by state (see Tables 8 and 9).

TABLE 54

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For the Region

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=30752.6	86.7%	3.0%	1.1%	2.9%	6.1%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 1265.3	75.5%	14.2%	1.0%	2.1%	6.8%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 1430.4	61.6%	3.2%	25.4%	1.8%	7.8%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 2718.0	40.6%	1.3%	.0%	55.4%	2.4%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 4774.4	65.2%	4.1%	.9%	1.6%	28.0%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=15574.7	80.9%	4.1%	2.2%	3.8%	8.7%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 792.6	80.1%	3.4%	1.4%	3.4%	11.4%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 970.0	85.2%	4.0%	.4%	2.6%	7.6%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 1539.1	40.4%	.2%	.0%	56.1%	3.1%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2789.7	54.9%	2.4%	.4%	2.1%	39.9%

TABLE 35

Stepwise Analysis of Variance of Percent of Clients Who Are Hispanic

CMHCs

Step/Source		df	SS	MS	F	P	% of Variance
1.	Race	2	198,929.25	99,464.63	378.8	<.01	20.4
2.	Spanish Lang.	1	16,577.44	16,577.44	63.1	<.01	1.7
3.	Interaction	2	13,652.01	6,826.00	26.0	<.01	1.4
4.	Residual	2,882	756,721.87	262.57	-	-	76.5
	Total	2,887	975,143.40	-	-	-	-

State Hospitals

Step/Source		df	SS	MS	F	P	% of Variance
1.	Race	2	97,815.77	48,907.89	224.34	<.01	36.2
2.	Spanish Lang.	1	4,053.14	4,053.14	18.59	<.01	1.5
3.	Interaction	2	6,755.23	3,377.62	15.49	<.01	2.5
4.	Residual	741	161,546.73	218.012	-	-	59.8
	Total	746	270,209.31	-	-	-	-

TABLE 36

Average Percent of Caseload by Racial/Ethnic Background

Race/Ethnicity	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Av % Caseload White	71.6%	70.2%	82.6%	79.8%	72.9%	78.0%	73.3%	75.5%	79.2%	50.3%	68.6%	59.7%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
Av % Caseload Black	2.5%	2.0%	1.5%	2.2%	2.7%	2.3%	2.0%	1.6%	2.7%	5.4%	6.1%	2.9%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
Av % Caseload Nat. Amer.	6.0%	1.2%	3.2%	4.0%	5.6%	3.8%	4.4%	4.7%	.6%	15.9%	4.2%	10.0%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
Av % Caseload Asian/Pac.	8.3%	18.4%	7.6%	1.1%	5.0%	8.2%	4.5%	7.6%	.2%	9.4%	13.3%	13.0%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
Av % Caseload Hispanic	11.7%	8.3%	5.1%	12.9%	13.8%	7.7%	15.7%	10.5%	17.3%	19.1%	7.9%	14.5%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
State Hospitals												
Av % Caseload White	67.9%	62.1%	63.5%	71.6%	66.2%	74.8%	86.5%	72.9%	76.1%	68.2%	66.8%	66.0%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0
Av % Caseload Black	3.6%	4.7%	4.1%	4.7%	5.5%	2.2%	2.4%	4.8%	7.0%	3.4%	1.3%	3.2%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0
Av % Caseload Nat. Amer.	5.3%	5.4%	8.6%	11.1%	4.8%	6.7%	2.9%	4.2%	2.2%	2.9%	8.3%	5.2%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0
Av % Caseload Asian/Pac.	11.2%	22.5%	14.4%	3.8%	11.1%	8.6%	4.6%	8.9%	4.2%	18.1%	14.0%	11.7%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0
Av % Caseload Hispanic	12.0%	5.4%	9.4%	8.8%	12.4%	7.6%	3.6%	9.2%	10.5%	7.4%	9.6%	13.9%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0

Note. Colorado's state hospital data and Washington's data are not included in this due to missing job function data. table due to missing job function data.

Therapists who can speak Spanish are plotted as open circles.
Therapists who cannot speak Spanish are plotted as filled circles.

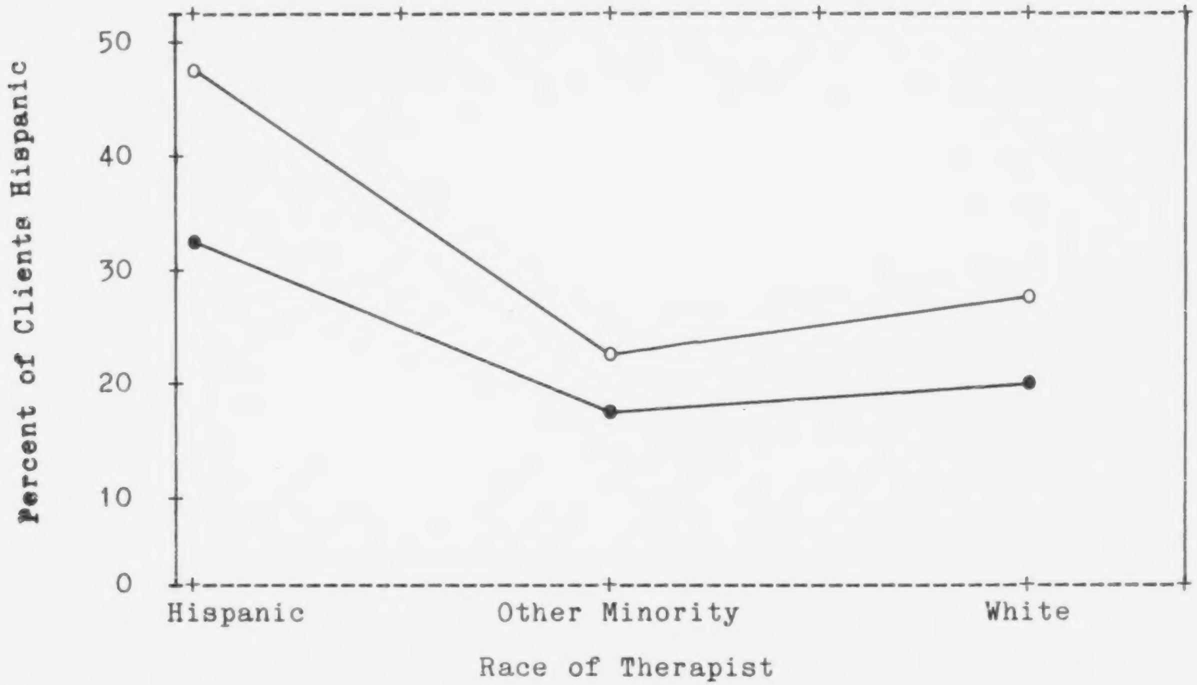


Figure 16. Percent of clients who are Hispanic by race of therapist. For therapists in CMHCs who can and cannot speak Spanish.

Therapists who can speak Spanish are plotted as open circles.
Therapists who cannot speak Spanish are plotted as filled circles.

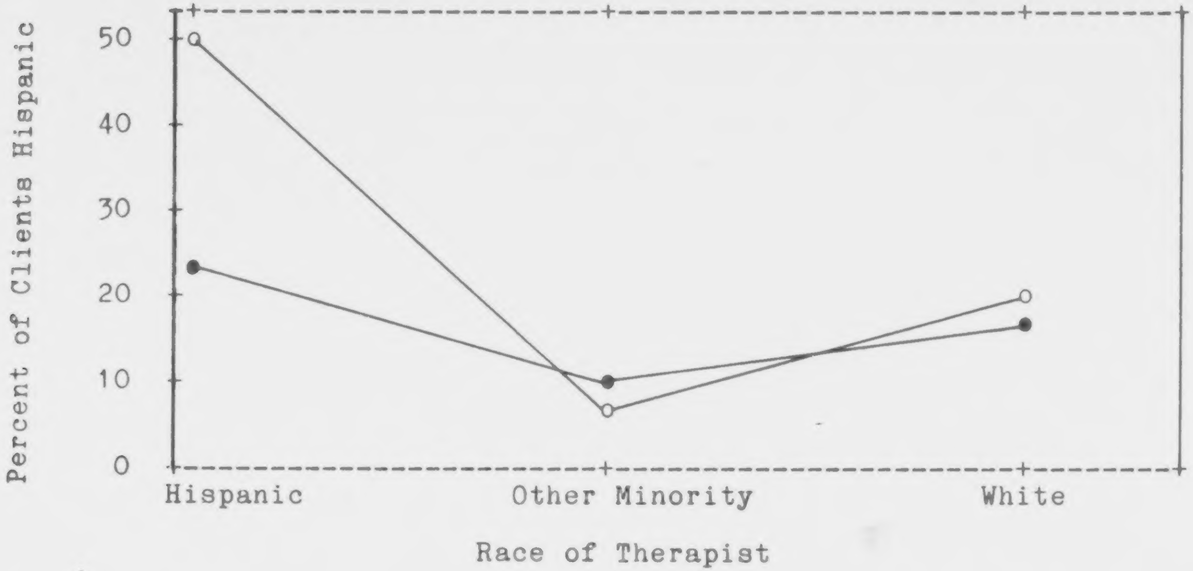
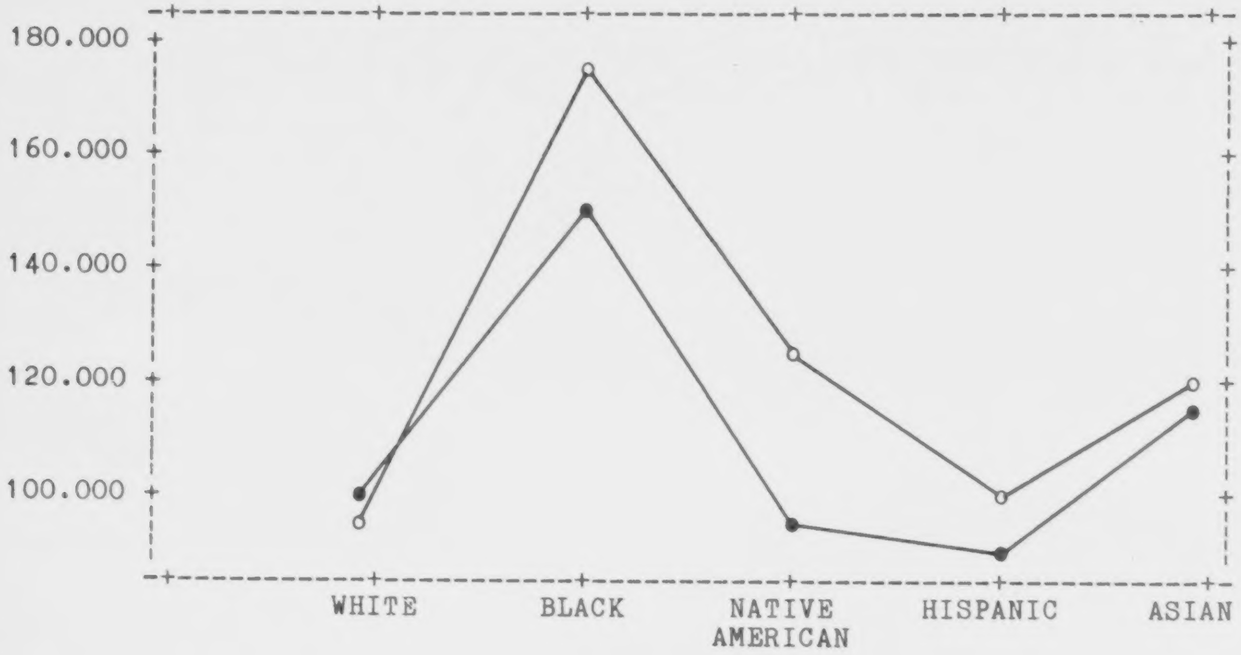


Figure 17. Percent of clients who are Hispanic by race of therapist. For therapists in state hospitals who can and cannot speak Spanish.

Relative utilization rates for CMHCs are plotted as open circles. Relative utilization rates for state hospitals are plotted as filled circles.



RACIAL/ETHNIC GROUP

Figure 18. Relative utilization rates for CMHCs and state hospitals as a function of racial/ethnic group.

CONCLUSIONS

This report attempted to address four issues: 1) staffing and utilization rates of Whites and ethnic/racial minorities; 2) characteristics of White and racial/ethnic minority staff; 3) utilization of staff of different racial/ethnic backgrounds; and 4) services to minority clients. Data were presented in ways that should be helpful to mental health administrators in addressing the types of questions posed near the beginning of the report. A summary of conclusions drawn from the data follow.

1. The mental health work force and client makeup are reasonably representative of the ethnic/racial makeup of the region. Among direct care providers in both CMHCs and state hospitals there is a tendency for Blacks to be overrepresented and Native Americans to be underrepresented as shown in Tables 6 and 7. Native Americans, however, are not underrepresented in the caseloads of direct care respondents from either state hospitals or CMHCs. Also, there is considerable variation in how well clients and staff of certain ethnic/racial backgrounds are represented within states. In addition, for Native Americans in CMHCs, for Hispanics in both CMHCs and state hospitals, and for Whites in state hospitals, relative staffing rates and relative client utilization rates tend to covary across states, as shown in Figures 2, 5, 9, and 10. These figures support Wu and Windle's notion that minorities are more likely to use mental health facilities when staff of their same ethnic/racial backround are available to serve them.

2. Clearly, non-White racial/ethnic groups are overrepresented in lesser-educated and lower-paying education/disciplines (see Table 14).

3. Often the salaries of ethnic minority staff are not commensurate with those of White staff. A large portion of this difference is due to non-White staff being less well educated and underrepresented in upper level management positions.

   The lower proportion of Blacks, Hispanics, and Native Americans in higher level positions or salary categories cannot be explained by their having less experience in the facility or in the mental health field. The mean longevity in the facility in which the staff member is now working and the mean number of years in mental health show little variation among the ethnic/racial groups. Additionally, as shown in Table 15, within each of the education/disciplines, there is a wide variation in the salaries of different racial/ethnic groups, with members of racial/ethnic minorities often, but not always, earning less than their White counterparts from the same education/discipline.

4. The various ethnic/racial groups are not equally represented in leadership roles. A larger proportion of White and Asian staff are managers and supervisors. Fewer Blacks, Native Americans, and Hispanics supervise the work of others or are represented in top management. However, in middle management positions, the proportion of these three groups taken together approximates the proportion in the total work force in both CMHCs and state hospitals. This finding would seem to indicate that minority staff members are moving into leadership positions in mental health facilities in the region.

5. In CMHCs, there appears to be a matching of clients and therapists of the same racial/ethnic background, but this matching does not occur in state hospitals.

6. There is a very weak tendency for Asians in CMHCs and Whites in state hospitals to serve a slightly larger proportion of CMI clients than would be expected by chance and Hispanics in state hospitals and CMHCs to serve a slightly lower proportion of CMI clients.

7. If a therapist is of Hispanic origin his or her ability to speak Spanish is strongly related to the proportion of Hispanic clients in his or her caseload. The ability to speak Spanish is less strongly related to the percentage of Hispanic clients in the caseloads of Whites and of other minorities, particularly within state hospitals.

8. In state hospitals, graduate professional staff and paraprofessional staff treat approximately the same proportions of White and non-White clients. In CMHCs, however, the situation is somewhat more complex and no firm conclusions can be drawn.

9. In terms of service characteristics, non-White ethnic/racial groups in CMHCs are much more likely to have as their primary job function provision of community consultation and education than are Whites. This may be in response to a perceived need on the part of CMHCs to reach out to ethnic/racial groups which

have been traditionally underserved by the community mental health system. Further analysis of community consultation and education providers would need to be conducted before firm conclusions could be drawn.

10. Native American staff members, as is true of Native Americans in the population at large, are the most disadvantaged of all ethnic/racial groups in terms of education level, salary level, occupational grouping and status.

11. White and Asian/Pacific Islander staff resemble each other more closely in the characteristics and utilization variables analyzed in this report than do any other two ethnic/racial groups. This resemblance appears to be at least partly due to the fact that 86.8 percent (356.9 FTE of 411.1 FTE) of Asian/Pacific Islander respondents in the regional data base work in CMHCs and state hospitals in Hawaii. In Hawaii the Asian/Pacific Islander population is the majority group with 60.5 percent of the total population. However, characteristics of the few Asian/Pacific Islander staff in other states in the region also correspond more closely with Whites than with the other three ethnic/racial groups.

12. Black, Hispanic, and Native American staff characteristics tend to resemble each other more than they resemble White and Asian staff. For instance, these three groups have higher proportions of respondents with low educational levels, and low salary levels, and lower proportions with graduate degrees and higher salary levels than do Whites and Asians. Proportionately more staff in these three groups are in the support occupation group and a lower proportion are in administrative or management job function categories. In 1981 a White staff member responding to this survey was almost twice as likely to supervise the work of others in CMHCs as was a Hispanic, Black, or Native American staff member.

In concluding, we hope this report provides some useful information and food for thought on current utilization of staff with different ethnic backgrounds in the mental health system.

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APPENDIX

TABLE 10.a

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Asian Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	29.2%	35.4%	35.4%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	7.0%	.0%	.0%	7.0%	21.1%	64.9%	.0%	100.0%
Colorado	15.9%	.0%	.0%	15.9%	.0%	31.9%	36.3%	.0%	100.0%
Hawaii	.6%	22.5%	32.4%	7.8%	11.3%	14.7%	7.8%	3.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	22.2%	.0%	11.1%	22.2%	33.3%	11.1%	.0%	100.0%

Regional Total	1.8%	20.9%	27.6%	7.4%	10.7%	16.0%	13.1%	2.5%	100.0%

TABLE 10.b

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Asian Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	1.6	2.0	2.0	.0	.0	.0	.0	.0	5.7
Arizona	.0	1.0	.0	.0	1.0	3.0	9.2	.0	14.2
Colorado	1.0	.0	.0	1.0	.0	2.0	2.3	.0	6.3
Hawaii	1.0	37.5	54.0	13.0	18.8	24.5	13.0	5.0	166.8
Idaho	.0	.0	.0	.0	.0	.0	1.0	.0	1.0
Montana	.0	.0	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0	.0	.0
Utah	.0	2.0	.0	1.0	2.0	3.0	1.0	.0	9.0
Regional Total	3.7	42.5	56.0	15.0	21.8	32.5	26.5	5.0	202.9

TABLE 10.c

Percent of FTE by Racial/Ethnic Group and Highest Educational Level For Black Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PHD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	49.7%	12.3%	11.4%	11.1%	9.3%	6.2%	.0%	100.0%
Colorado	.0%	22.9%	17.1%	13.1%	18.0%	25.7%	3.3%	.0%	100.0%
Hawaii	.0%	.0%	.0%	.0%	25.0%	75.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	66.7%	.0%	.0%	33.3%	.0%	.0%	.0%	100.0%
New Mexico	.0%	36.4%	18.2%	9.1%	9.1%	27.3%	.0%	.0%	100.0%
Utah	.0%	45.5%	.0%	9.1%	18.2%	27.3%	.0%	.0%	100.0%
Regional Total	.0%	36.9%	13.2%	11.2%	15.0%	19.9%	3.9%	.0%	100.0%

TABLE 10.d

Number of FTE by Racial/Ethnic Group and Highest Educational Level For Black Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	32.3	8.0	7.4	7.2	6.1	4.0	.0	64.9
Colorado	.0	14.0	10.5	8.0	11.0	15.8	2.0	.0	61.3
Hawaii	.0	.0	.0	.0	1.0	3.0	.0	.0	4.0
Idaho	.0	.0	.0	.0	.0	.0	.0	.0	.0
Montana	.0	2.0	.0	.0	1.0	.0	.0	.0	3.0
New Mexico	.0	4.0	2.0	1.0	1.0	3.0	.0	.0	11.0
Utah	.0	5.0	.0	1.0	2.0	3.0	.0	.0	11.0
Regional Total	.0	57.3	20.5	17.4	23.2	30.8	6.0	.0	155.2

TABLE 10.e

Percent of FTE by Racial/Ethnic Group and Highest Educational Level For Hispanic Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	50.0%	.0%	.0%	.0%	.0%	.0%	50.0%	100.0%
Arizona	3.6%	47.7%	2.8%	8.4%	14.1%	21.2%	2.3%	.0%	100.0%
Colorado	5.6%	36.8%	4.4%	7.2%	15.2%	24.1%	6.7%	.0%	100.0%
Hawaii	.0%	17.7%	50.6%	.0%	25.3%	.0%	6.3%	.0%	100.0%
Idaho	.0%	.0%	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	33.3%	.0%	.0%	33.3%	33.3%	.0%	.0%	100.0%
New Mexico	1.3%	57.7%	7.0%	.0%	14.7%	14.4%	2.6%	2.2%	100.0%
Utah	6.0%	24.2%	.0%	21.1%	15.4%	21.1%	6.0%	6.0%	100.0%
Regional Total	3.9%	44.2%	4.6%	6.7%	14.9%	20.4%	4.2%	1.2%	100.0%

TABLE 10.f

Number of FTE by Racial/Ethnic Group and Highest Educational Level For Hispanic Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	1.0	.0	.0	.0	.0	.0	1.0	2.0
Arizona	5.0	67.0	4.0	11.9	19.8	29.8	3.2	.0	140.6
Colorado	9.4	61.5	7.4	12.0	25.4	40.2	11.2	.0	167.1
Hawaii	.0	.7	2.0	.0	1.0	.0	.3	.0	4.0
Idaho	.0	.0	.0	.1	.0	.0	.0	.0	.1
Montana	.0	1.0	.0	.0	1.0	1.0	.0	.0	3.0
New Mexico	1.5	65.9	8.0	.0	16.8	16.5	3.0	2.5	114.2
Utah	2.0	8.0	.0	7.0	5.1	7.0	2.0	2.0	33.1
Regional Total	17.9	205.1	21.4	31.0	69.1	94.5	19.7	5.5	464.1

NOTE: "Hispanic" means white respondents who identified themselves as "Hispanic". Black, Indian, and Asian respondents who identified themselves as "Hispanic", however, were subsumed under Black, Indian, and Asian, respectively.
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TABLE 10.g

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Alaskan Native/Native American Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	14.9%	59.4%	12.9%	7.0%	4.7%	1.2%	.0%	.0%	100.0%
Colorado	.0%	44.4%	20.2%	.0%	5.1%	10.1%	20.2%	.0%	100.0%
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	38.5%	.0%	19.2%	.0%	38.5%	.0%	3.8%	100.0%
New Mexico	11.8%	52.9%	11.8%	.0%	11.8%	11.8%	.0%	.0%	100.0%
Utah	.0%	31.3%	31.3%	.0%	21.9%	15.6%	.0%	.0%	100.0%
Regional Total	11.4%	56.8%	13.4%	5.8%	5.8%	5.0%	1.7%	.2%	100.0%

TABLE 10.h

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Alaskan Native/Native American Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	4.4	.0	.0	.0	.0	.0	.0	4.4
Arizona	12.7	50.7	11.0	6.0	4.0	1.0	.0	.0	85.5
Colorado	.0	4.4	2.0	.0	.5	1.0	2.0	.0	9.9
Hawaii	.0	.0	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0	.0	.0	.0	.0
Montana	.0	2.0	.0	1.0	.0	2.0	.0	.2	5.2
New Mexico	1.0	4.5	1.0	.0	1.0	1.0	.0	.0	8.5
Utah	.0	2.0	2.0	.0	1.4	1.0	.0	.0	6.4
Regional Total	13.7	68.0	16.0	7.0	6.9	6.0	2.0	.2	119.8

TABLE 10.i

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For White/Nonhispanic Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.3%	19.6%	6.1%	2.1%	12.7%	38.2%	14.0%	7.0%	100.0%
Arizona	1.1%	25.1%	4.4%	3.7%	20.2%	35.8%	9.8%	.0%	100.0%
Colorado	.6%	19.9%	5.1%	4.4%	21.1%	36.3%	12.6%	.0%	100.0%
Hawaii	.9%	3.2%	11.2%	3.7%	9.0%	28.5%	43.4%	.0%	100.0%
Idaho	.5%	21.5%	3.7%	2.6%	8.5%	1.7%	14.2%	47.3%	100.0%
Montana	1.3%	26.9%	6.4%	2.5%	19.7%	28.9%	12.6%	1.7%	100.0%
New Mexico	.5%	22.5%	5.6%	5.2%	23.2%	35.1%	6.1%	1.8%	100.0%
Utah	.5%	19.3%	4.0%	4.2%	21.1%	33.3%	16.2%	1.4%	100.0%
Regional Total	.8%	21.5%	5.0%	3.9%	19.7%	33.6%	13.1%	2.4%	100.0%

TABLE 10.j

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For White/Nonhispanic Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.3	18.5	5.8	2.0	12.0	36.1	13.3	6.6	94.4
Arizona	9.5	226.6	39.3	33.0	182.2	323.1	88.7	.0	902.4
Colorado	6.4	203.6	52.0	44.7	215.6	370.5	128.7	.0	1021.4
Hawaii	1.0	3.4	12.0	4.0	9.6	30.6	46.5	.0	107.0
Idaho	.6	24.9	4.3	3.0	9.8	2.0	16.4	54.7	115.6
Montana	2.8	56.2	13.3	5.3	41.1	60.5	26.3	3.6	208.9
New Mexico	1.0	43.2	10.8	10.0	44.7	67.6	11.7	3.5	192.4
Utah	2.0	81.9	17.2	17.7	89.9	141.6	68.9	5.8	425.0
Regional Total	23.6	658.3	154.6	119.6	604.8	1031.9	400.3	74.1	3067.2

TABLE 11.a

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Asian Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	.0%	100.0%
Arizona	11.1%	11.1%	33.3%	.0%	.0%	.0%	44.4%	.0%	100.0%
Colorado	.0%	16.7%	.0%	.0%	16.7%	33.3%	33.3%	.0%	100.0%
Hawaii	7.9%	40.9%	24.3%	5.7%	13.0%	2.8%	3.6%	1.7%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	.0%	100.0%
Regional Total	7.7%	38.4%	23.7%	5.2%	12.4%	4.6%	6.4%	1.5%	100.0%

TABLE 11.b

Number of FTE by Racial/Ethnic Group and Highest Educational Level For Asian Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	1.0	.0	.0	1.0
Arizona	1.0	1.0	3.0	.0	.0	.0	4.0	.0	9.0
Colorado	.0	1.0	.0	.0	1.0	2.0	2.0	.0	6.0
Hawaii	14.0	72.4	43.0	10.0	23.0	5.0	6.5	3.0	176.9
Idaho	.0	.0	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	.0	.0	.0	1.0	.0	.0	1.0
Regional Total	15.0	74.4	46.0	10.0	24.0	9.0	12.5	3.0	193.9

TABLE 11.c

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Black Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PHD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	66.7%	33.3%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	29.1%	53.2%	9.2%	7.1%	1.4%	.0%	.0%	.0%	100.0%
Colorado	6.6%	45.9%	16.4%	6.6%	.0%	18.0%	6.6%	.0%	100.0%
Hawaii	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	50.0%	.0%	.0%	50.0%	.0%	.0%	.0%	100.0%
Montana	25.0%	25.0%	25.0%	.0%	.0%	25.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	75.0%	.0%	.0%	.0%	25.0%	.0%	.0%	100.0%
Regional Total	20.4%	51.8%	11.7%	6.1%	1.7%	6.5%	1.7%	.0%	100.0%

TABLE 11.d

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Black Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	2.0	1.0	.0	.0	.0	.0	.0	3.0
Arizona	20.5	37.5	6.5	5.0	1.0	.0	.0	.0	70.5
Colorado	2.0	14.0	5.0	2.0	.0	5.5	2.0	.0	30.5
Hawaii	.0	1.0	.0	.0	.0	.0	.0	.0	1.0
Idaho	.0	1.0	.0	.0	1.0	.0	.0	.0	2.0
Montana	1.0	1.0	1.0	.0	.0	1.0	.0	.0	4.0
New Mexico	.0	.0	.0	.0	.0	.0	.0	.0	.0
Utah	.0	3.0	.0	.0	.0	1.0	.0	.0	4.0
Regional Total	23.5	59.5	13.5	7.0	2.0	7.5	2.0	.0	115.0

TABLE 11.e

Percent of FTE by Racial/Ethnic Group and Highest Educational Level For Hispanic Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	49.7%	35.4%	4.5%	6.0%	1.5%	1.5%	1.5%	.0%	100.0%
Colorado	12.7%	45.7%	15.6%	9.6%	6.7%	8.6%	1.0%	.0%	100.0%
Hawaii	33.3%	33.3%	.0%	.0%	.0%	33.3%	.0%	.0%	100.0%
Idaho	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	.0%	100.0%
New Mexico	22.0%	60.0%	10.3%	3.8%	2.3%	1.5%	.0%	.0%	100.0%
Utah	.0%	.0%	33.3%	.0%	66.7%	.0%	.0%	.0%	100.0%
Regional Total	22.2%	48.2%	11.9%	6.9%	4.7%	5.4%	.7%	.0%	100.0%

TABLE 11.f

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Hispanic Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	1.0	.0	.0	.0	.0	.0	.0	1.0
Arizona	33.4	23.8	3.0	4.0	1.0	1.0	1.0	.0	67.2
Colorado	24.5	88.2	30.0	18.5	13.0	16.6	2.0	.0	192.8
Hawaii	1.0	1.0	.0	.0	.0	1.0	.0	.0	3.0
Idaho	1.0	.0	.0	.0	.0	.0	.0	.0	1.0
Montana	.0	.0	.0	.0	.0	1.0	.0	.0	1.0
New Mexico	29.0	79.0	13.6	5.0	3.0	2.0	.0	.0	131.6
Utah	.0	.0	1.0	.0	2.0	.0	.0	.0	3.0
Regional Total	88.9	193.0	47.6	27.5	19.0	21.6	3.0	.0	400.6

TABLE 11.g

Percent of FTE by Racial/Ethnic Group and Highest Educational Level For Alaskan Native/Native American Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	12.5%	50.0%	12.5%	.0%	25.0%	.0%	.0%	.0%	100.0%
Colorado	12.5%	37.5%	25.0%	12.5%	12.5%	.0%	.0%	.0%	100.0%
Hawaii	.0%	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	75.0%	.0%	.0%	.0%	25.0%	.0%	100.0%
Montana	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	33.3%	.0%	33.3%	33.3%	.0%	.0%	.0%	100.0%
Regional Total	7.7%	38.5%	26.9%	7.7%	15.4%	.0%	3.8%	.0%	100.0%

TABLE 11.h

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Alaskan Native/Native American Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0	.0	.0
Arizona	1.0	4.0	1.0	.0	2.0	.0	.0	.0	8.0
Colorado	1.0	3.0	2.0	1.0	1.0	.0	.0	.0	8.0
Hawaii	.0	.0	1.0	.0	.0	.0	.0	.0	1.0
Idaho	.0	.0	3.0	.0	.0	.0	1.0	.0	4.0
Montana	.0	2.0	.0	.0	.0	.0	.0	.0	2.0
New Mexico	.0	.0	.0	.0	.0	.0	.0	.0	.0
Utah	.0	1.0	.0	1.0	1.0	.0	.0	.0	3.0
Regional Total	2.0	10.0	7.0	2.0	4.0	.0	1.0	.0	26.0

TABLE 11.i

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For White/Nonhispanic Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	45.6%	12.8%	4.3%	8.1%	11.4%	7.1%	10.7%	100.0%
Arizona	6.6%	36.5%	11.1%	13.0%	17.2%	10.2%	5.4%	.0%	100.0%
Colorado	2.0%	40.6%	13.7%	9.7%	17.9%	10.5%	5.7%	.0%	100.0%
Hawaii	10.4%	19.2%	21.3%	4.4%	17.7%	10.9%	14.0%	2.1%	100.0%
Idaho	6.4%	43.0%	17.5%	5.7%	9.3%	4.2%	2.6%	11.3%	100.0%
Montana	5.6%	44.6%	10.8%	3.2%	21.8%	8.3%	2.0%	3.7%	100.0%
New Mexico	3.3%	16.7%	16.7%	8.3%	8.3%	25.0%	16.7%	.0%	100.0%
Utah	1.6%	41.7%	15.3%	12.7%	13.2%	11.8%	2.9%	.8%	100.0%

Regional Total	3.9%	39.5%	13.7%	9.6%	16.1%	10.1%	5.2%	1.9%	100.0%

TABLE 11.j

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For White/Nonhispanic Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	32.0	9.0	3.0	5.7	8.0	5.0	7.5	70.2
Arizona	25.0	137.4	41.8	48.8	64.8	38.5	20.5	.0	376.8
Colorado	12.6	255.6	86.0	61.0	112.7	66.1	35.8	.0	629.8
Hawaii	7.1	13.1	14.5	3.0	12.1	7.4	9.6	1.4	68.0
Idaho	9.0	60.8	24.8	8.0	13.2	6.0	3.6	16.0	141.4
Montana	7.0	55.5	13.4	4.0	27.1	10.3	2.5	4.6	124.4
New Mexico	1.0	2.0	2.0	1.0	1.0	3.0	2.0	.0	12.0
Utah	4.0	102.2	37.4	31.2	32.4	29.0	7.0	2.0	245.2
Regional Total	65.7	658.5	228.9	160.0	268.9	168.3	85.9	31.5	1667.7

TABLE 16.a

Percent of FTE by Job Function For Respondents of Asian Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	54.8%	.0%	17.8%	27.4%	100.0%
Arizona	77.3%	7.6%	7.6%	7.6%	100.0%
Colorado	47.8%	.0%	36.3%	15.9%	100.0%
Hawaii	57.0%	6.4%	19.0%	17.6%	100.0%
Idaho	100.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	100.0%
Utah	55.6%	11.1%	11.1%	22.2%	100.0%

Regional Total	58.3%	6.3%	18.2%	17.2%	100.0%

TABLE 16.b

Number of FTE by Job Function For Respondents of Asian Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPR	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	.0	.7	1.0	3.7
Arizona	10.2	1.0	1.0	1.0	13.2
Colorado	3.0	.0	2.3	1.0	6.3
Hawaii	84.2	9.4	28.0	26.0	147.6
Idaho	1.0	.0	.0	.0	1.0
Montana	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0
Utah	5.0	1.0	1.0	2.0	9.0

Regional Total	105.4	11.4	32.9	31.0	180.7

TABLE 16.c

Percent of FTE by Job Function For Respondents of Black Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	100.0%
Arizona	61.2%	6.0%	6.2%	26.7%	100.0%
Colorado	60.0%	3.3%	18.0%	18.8%	100.0%
Hawaii	75.0%	25.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	100.0%
Montana	33.3%	.0%	33.3%	33.3%	100.0%
New Mexico	83.3%	.0%	8.3%	8.3%	100.0%
Utah	36.4%	9.1%	27.3%	27.3%	100.0%
Regional Total	60.5%	5.1%	12.8%	21.6%	100.0%

TABLE 16.d

Number of FTE by Job Function For Respondents of Black Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0
Arizona	39.7	3.9	4.0	17.3	64.9
Colorado	36.8	2.0	11.0	11.5	61.3
Hawaii	3.0	1.0	.0	.0	4.0
Idaho	.0	.0	.0	.0	.0
Montana	1.0	.0	1.0	1.0	3.0
New Mexico	10.0	.0	1.0	1.0	12.0
Utah	4.0	1.0	3.0	3.0	11.0

Regional Total	94.5	7.9	20.0	33.8	156.2

TABLE 16.e

Percent of FTE by Job Function For Respondents of Hispanic Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	50.0%	.0%	50.0%	100.0%
Arizona	43.5%	4.3%	19.6%	32.7%	100.0%
Colorado	51.0%	4.1%	15.6%	29.3%	100.0%
Hawaii	74.1%	.0%	.0%	25.9%	100.0%
Idaho	.0%	.0%	.0%	100.0%	100.0%
Montana	33.3%	.0%	33.3%	33.3%	100.0%
New Mexico	53.7%	3.1%	20.2%	23.1%	100.0%
Utah	72.8%	3.0%	12.1%	12.1%	100.0%

Regional Total	50.7%	4.0%	17.6%	27.7%	100.0%

TABLE 16.f

Number of FTE by Job Function For Respondents of Hispanic Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	E	FTE	FTE
Alaska	.0	1.0	.0	1.0	2.0
Arizona	61.1	6.0	27.5	46.0	140.6
Colorado	83.8	6.8	25.5	48.0	164.1
Hawaii	2.0	.0	.0	.7	2.7
Idaho	.0	.0	.0	.1	.1
Montana	1.0	.0	1.0	1.0	3.0
New Mexico	61.5	3.5	23.2	26.5	114.7
Utah	24.1	1.0	4.0	4.0	33.1

Regional Total	233.5	18.3	81.2	127.3	460.3

TABLE 16.g

Percent of FTE by Job Function For Respondents of Alaskan Native/Native American Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	29.6%	11.1%	.0%	59.3%	100.0%
Arizona	53.0%	7.2%	9.6%	30.2%	100.0%
Colorado	48.5%	10.1%	25.3%	16.2%	100.0%
Hawaii	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	100.0%
Montana	67.7%	.0%	.0%	32.3%	100.0%
New Mexico	23.5%	5.9%	11.8%	58.8%	100.0%
Utah	84.4%	.0%	.0%	15.6%	100.0%

Regional Total	52.3%	6.7%	9.8%	31.2%	100.0%

TABLE 16.h

Number of FTE by Job Function For Respondents of Alaskan Native/Native American Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	1.0	.4	.0	2.0	3.4
Arizona	44.3	6.0	8.0	25.2	83.5
Colorado	4.8	1.0	2.5	1.6	9.9
Hawaii	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0
Montana	4.2	.0	.0	2.0	6.2
New Mexico	2.0	.5	1.0	5.0	8.5
Utah	5.4	.0	.0	1.0	6.4

Regional Total	61.7	7.9	11.5	36.8	117.8

TABLE 16.i

Percent of FTE by Job Function For Respondents of White/Nonhispanic Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	51.0%	4.0%	16.8%	28.2%	100.0%
Arizona	53.8%	1.8%	22.2%	22.2%	100.0%
Colorado	53.9%	1.6%	20.5%	24.1%	100.0%
Hawaii	66.0%	7.6%	13.2%	13.2%	100.0%
Idaho	65.1%	.0%	7.7%	27.2%	100.0%
Montana	55.4%	1.5%	21.1%	22.0%	100.0%
New Mexico	59.9%	2.6%	20.8%	16.7%	100.0%
Utah	59.4%	2.8%	20.2%	17.7%	100.0%

Regional Total	55.8%	2.0%	20.2%	21.9%	100.0%

TABLE 16.j

Number of FTE by Job Function For Respondents of White/Nonhispanic Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	44.3	3.5	14.6	24.5	86.9
Arizona	486.5	16.0	200.7	200.6	903.8
Colorado	550.0	16.1	209.4	245.8	1021.2
Hawaii	60.0	6.9	12.0	12.0	90.9
Idaho	76.1	.0	9.1	31.8	116.9
Montana	115.3	3.2	44.0	45.7	208.1
New Mexico	115.0	5.0	40.0	32.0	191.9
Utah	247.9	11.5	84.4	73.8	417.6

Regional Total	1695.0	62.2	614.1	666.1	3037.4

TABLE 17.a

Percent of FTE by Job Function For Respondents of Asian Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	100.0%
Arizona	77.8%	.0%	.0%	22.2%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	53.7%	.6%	12.2%	33.4%	100.0%
Idaho	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	100.0%
Utah	100.0%	.0%	.0%	.0%	100.0%

Regional Total	55.3%	.6%	11.5%	32.6%	100.0%

TABLE 17.b

Number of FTE by Job Function For Respondents of Asian Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0
Arizona	7.0	.0	.0	2.0	9.0
Colorado	.0	.0	.0	.0	.0
Hawaii	83.6	1.0	19.0	52.0	155.6
Idaho	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0
Utah	1.0	.0	.0	.0	1.0

Regional Total	91.6	1.0	19.0	54.0	165.6

TABLE 17.c

Percent of FTE by Job Function For Respondents of Black Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	66.7%	.0%	.0%	33.3%	100.0%
Arizona	43.2%	.0%	1.4%	55.4%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	100.0%	.0%	.0%	.0%	100.0%
Idaho	100.0%	.0%	.0%	.0%	100.0%
Montana	75.0%	.0%	25.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	100.0%
Utah	50.0%	.0%	.0%	50.0%	100.0%

Regional Total	47.9%	.0%	2.4%	49.7%	100.0%

TABLE 17.d

Number of FTE by Job Function For Respondents of Black Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	.0	.0	1.0	3.0
Arizona	30.0	.0	1.0	38.5	69.5
Colorado	.0	.0	.0	.0	.0
Hawaii	1.0	.0	.0	.0	1.0
Idaho	2.0	.0	.0	.0	2.0
Montana	3.0	.0	1.0	.0	4.0
New Mexico	.0	.0	.0	.0	.0
Utah	2.0	.0	.0	2.0	4.0

Regional Total	40.0	.0	2.0	41.5	83.5

TABLE 17.e

Percent of FTE by Job Function For Respondents of Hispanic Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	100.0%	.0%	100.0%
Arizona	28.0%	.0%	3.0%	69.0%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	66.7%	.0%	.0%	33.3%	100.0%
Idaho	50.0%	.0%	.0%	50.0%	100.0%
Montana	100.0%	.0%	.0%	.0%	100.0%
New Mexico	67.6%	.8%	7.5%	24.1%	100.0%
Utah	66.7%	.0%	33.3%	.0%	100.0%

Regional Total	54.5%	.5%	6.7%	38.3%	100.0%

TABLE 17.f

Number of FTE by Job Function For Respondents of Hispanic Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	1.0	.0	1.0
Arizona	18.8	.0	2.0	46.4	67.2
Colorado	.0	.0	.0	.0	.0
Hawaii	2.0	.0	.0	1.0	3.0
Idaho	1.0	.0	.0	1.0	2.0
Montana	1.0	.0	.0	.0	1.0
New Mexico	89.6	1.0	10.0	32.0	132.6
Utah	2.0	.0	1.0	.0	3.0

Regional Total	114.4	1.0	14.0	80.4	209.8

TABLE 17.g

Percent of FTE by Job Function For Respondents of Alaskan Native/Native American Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	100.0%
Arizona	37.5%	.0%	12.5%	50.0%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	100.0%	.0%	.0%	.0%	100.0%
Idaho	100.0%	.0%	.0%	.0%	100.0%
Montana	50.0%	.0%	.0%	50.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	100.0%
Utah	100.0%	.0%	.0%	.0%	100.0%

Regional Total	66.7%	.0%	5.6%	27.8%	100.0%

TABLE 17.h

Number of FTE by Job Function For Respondents of Alaskan Native/Native American Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0
Arizona	3.0	.0	1.0	4.0	8.0
Colorado	.0	.0	.0	.0	.0
Hawaii	1.0	.0	.0	.0	1.0
Idaho	4.0	.0	.0	.0	4.0
Montana	1.0	.0	.0	1.0	2.0
New Mexico	.0	.0	.0	.0	.0
Utah	3.0	.0	.0	.0	3.0

Regional Total	12.0	.0	1.0	5.0	18.0

TABLE 17.i

Percent of FTE by Job Function For Respondents of White/Nonhispanic Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	56.1%	.0%	10.1%	33.8%	100.0%
Arizona	57.3%	.5%	10.1%	32.2%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	77.6%	.0%	11.6%	10.8%	100.0%
Idaho	49.6%	.7%	4.8%	44.8%	100.0%
Montana	58.1%	1.6%	12.3%	28.0%	100.0%
New Mexico	75.0%	.0%	16.7%	8.3%	100.0%
Utah	64.3%	.4%	12.2%	23.0%	100.0%
Regional Total	59.2%	.6%	10.3%	29.9%	100.0%

TABLE 17.j

Number of FTE by Job Function For Respondents of White/Nonhispanic Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	33.2	.0	6.0	20.0	59.2
Arizona	216.3	2.0	38.0	121.5	377.8
Colorado	.0	.0	.0	.0	.0
Hawaii	43.5	.0	6.5	6.1	56.0
Idaho	71.6	1.0	7.0	64.8	144.4
Montana	73.2	2.0	15.5	35.3	126.0
New Mexico	9.0	.0	2.0	1.0	12.0
Utah	157.8	1.0	30.0	56.5	245.3

Regional Total	604.6	6.0	105.0	305.1	1020.6

TABLE 20.a

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Asian Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	45.2%	.0%	.0%	54.8%	100.0%
Arizona	.0%	42.3%	42.3%	.0%	15.3%	.0%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	2.2%	47.8%	28.3%	.0%	.0%	21.7%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	25.0%	.0%	25.0%	50.0%	100.0%
Regional Total	1.7%	41.1%	30.2%	.0%	3.0%	24.0%	100.0%

TABLE 20.b

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Asian Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	1.6	.0	.0	2.0	3.7
Arizona	.0	2.0	2.0	.0	.7	.0	4.7
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	1.0	22.0	13.0	.0	.0	10.0	46.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	1.0	.0	1.0	2.0	4.0
Regional Total	1.0	24.0	17.6	.0	1.7	14.0	58.4

TABLE 20.c

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Black Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	12.1%	81.8%	.0%	.0%	6.1%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	33.3%	66.7%	.0%	.0%	.0%	100.0%
Utah	.0%	25.0%	25.0%	.0%	.0%	50.0%	100.0%
Regional Total	.0%	19.6%	64.7%	.0%	.0%	15.7%	100.0%

TABLE 20.d

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Black Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	2.0	13.5	.0	.0	1.0	16.5
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	1.0	1.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	1.0	.0	.0	.0	.0	1.0
New Mexico	.0	1.0	2.0	.0	.0	.0	3.0
Utah	.0	1.0	1.0	.0	.0	2.0	4.0
Regional Total	.0	5.0	16.5	.0	.0	4.0	25.5

TABLE 20.e

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Hispanic Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	10.5%	44.7%	30.4%	2.6%	.0%	11.8%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	11.3%	22.6%	62.3%	.0%	.0%	3.8%	100.0%
Utah	.0%	30.8%	53.8%	.0%	.0%	15.4%	100.0%
Regional Total	8.8%	36.5%	44.1%	1.3%	.0%	9.4%	100.0%

TABLE 20.f

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Hispanic Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	4.0	17.0	11.5	1.0	.0	4.5	38.1
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	2.0	.0	.0	.0	.0	2.0
New Mexico	3.0	6.0	16.5	.0	.0	1.0	26.5
Utah	.0	4.0	7.0	.0	.0	2.0	13.0
Regional Total	7.0	29.0	35.1	1.0	.0	7.5	79.6

TABLE 20.g

Percent of FTEs in Supervisory Management Positions
by Supervisory Level
For Respondents of Alaskan Native/Native American Racial/Ethnic Background
in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	72.7%	.0%	.0%	.0%	27.3%	100.0%
Arizona	.0%	7.1%	85.7%	.0%	.0%	7.1%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
New Mexico	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	50.0%	.0%	.0%	50.0%	100.0%
Regional Total	.0%	14.7%	63.8%	.0%	.0%	21.5%	100.0%

TABLE 20.h

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Alaskan Native/Native American Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	1.0	.0	.0	.0	.4	1.4
Arizona	.0	1.0	12.0	.0	.0	1.0	14.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	2.0	2.0
New Mexico	.0	1.0	.0	.0	.0	.0	1.0
Utah	.0	.0	1.0	.0	.0	1.0	2.0
Regional Total	.0	3.0	13.0	.0	.0	4.4	20.4

TABLE 20.i

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of White/Nonhispanic Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	16.2%	18.3%	38.1%	2.0%	5.1%	20.3%	100.0%
Arizona	11.7%	27.8%	46.0%	1.1%	4.0%	9.4%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	12.8%	40.5%	14.9%	4.3%	2.1%	25.4%	100.0%
Idaho	11.3%	15.8%	59.7%	.0%	3.7%	9.6%	100.0%
Montana	6.2%	37.7%	34.9%	3.1%	2.1%	16.0%	100.0%
New Mexico	9.4%	24.1%	60.5%	.6%	2.9%	2.4%	100.0%
Utah	4.0%	23.7%	54.5%	2.0%	2.3%	13.5%	100.0%

Regional Total	9.3%	27.1%	46.8%	1.7%	3.2%	12.0%	100.0%

TABLE 20.j

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of White/Nonhispanic Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	8.0	9.0	18.8	1.0	2.5	10.0	49.3
Arizona	35.6	84.4	139.8	3.4	12.3	28.6	304.1
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	6.0	19.0	7.0	2.0	1.0	11.9	46.9
Idaho	5.0	7.0	26.5	.0	1.6	4.3	44.4
Montana	6.0	36.3	33.6	3.0	2.0	15.4	96.3
New Mexico	8.0	20.5	51.4	.5	2.5	2.0	84.9
Utah	8.0	47.3	109.0	4.0	4.5	27.1	199.9

Regional Total	76.6	223.5	386.1	13.9	26.4	99.2	825.6

TABLE 21.a

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Asian Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	40.0%	60.0%	.0%	.0%	.0%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	18.3%	50.5%	.0%	.0%	31.2%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	100.0%	.0%	.0%	.0%	100.0%
Regional Total	.0%	19.4%	51.8%	.0%	.0%	28.8%	100.0%

TABLE 21.b

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Asian Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	2.0	3.0	.0	.0	.0	5.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	13.0	36.0	.0	.0	22.2	71.2
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	1.0	.0	.0	.0	1.0
Regional Total	.0	15.0	40.0	.0	.0	22.2	77.2

TABLE 21.c

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Black Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
Arizona	14.3%	.0%	85.7%	.0%	.0%	.0%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
Montana	.0%	50.0%	.0%	.0%	.0%	50.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	.0%	.0%	100.0%	.0%	100.0%
Regional Total	8.3%	8.3%	50.0%	.0%	8.3%	25.0%	100.0%

TABLE 21.d

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Black Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	1.0	1.0
Arizona	1.0	.0	6.0	.0	.0	.0	7.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0	1.0	1.0
Montana	.0	1.0	.0	.0	.0	1.0	2.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	.0	.0	1.0	.0	1.0
Regional Total	1.0	1.0	6.0	.0	1.0	3.0	12.0

TABLE 21.e

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Hispanic Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	16.7%	66.7%	.0%	.0%	16.7%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	50.0%	.0%	.0%	.0%	50.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	17.9%	82.1%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	100.0%	.0%	.0%	.0%	100.0%
Regional Total	.0%	18.4%	76.3%	.0%	.0%	5.3%	100.0%

TABLE 21.f

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Hispanic Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	1.0	4.0	.0	.0	1.0	6.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	1.0	.0	.0	.0	1.0	2.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	5.0	23.0	.0	.0	.0	28.0
Utah	.0	.0	2.0	.0	.0	.0	2.0

Regional Total	.0	7.0	29.0	.0	.0	2.0	38.0

TABLE 21.g

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Alaskan Native/Native American Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	.0%	100.0%	.0%	.0%	.0%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	25.0%	25.0%	.0%	.0%	50.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Regional Total	.0%	16.7%	50.0%	.0%	.0%	33.3%	100.0%

TABLE 21.h

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Alaskan Native/Native American Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	.0	2.0	.0	.0	.0	2.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	1.0	1.0	.0	.0	2.0	4.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	.0	.0	.0	.0	.0

Regional Total	.0	1.0	3.0	.0	.0	2.0	6.0

TABLE 21.i

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of White/Nonhispanic Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	3.4%	10.3%	55.2%	.0%	3.4%	27.6%	100.0%
Arizona	.9%	13.7%	81.8%	.9%	.0%	2.7%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	36.7%	36.7%	.0%	1.5%	25.0%	100.0%
Idaho	.0%	15.7%	56.0%	.0%	1.4%	26.9%	100.0%
Montana	2.2%	30.1%	47.9%	.0%	2.2%	17.6%	100.0%
New Mexico	12.5%	62.5%	25.0%	.0%	.0%	.0%	100.0%
Utah	.9%	13.0%	79.5%	1.9%	.1%	4.6%	100.0%

Regional Total	1.3%	18.5%	66.8%	.8%	.9%	11.7%	100.0%

TABLE 21.j

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of White/Nonhispanic Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	1.0	3.0	16.0	.0	1.0	8.0	29.0
Arizona	1.0	15.0	89.7	1.0	.0	3.0	109.7
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	12.0	12.0	.0	.5	8.2	32.7
Idaho	.0	7.0	25.0	.0	.6	12.0	44.6
Montana	1.0	13.8	22.0	.0	1.0	8.1	45.9
New Mexico	1.0	5.0	2.0	.0	.0	.0	8.0
Utah	1.0	14.0	85.7	2.0	.1	5.0	107.8
Regional Total	5.0	69.8	252.4	3.0	3.2	44.3	377.7

TABLE 30.a

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Alaska

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	76.1%	74.3%	.0%	.2%	1.6%	.0%
Expected Percent	-	74.0%	.0%	.2%	1.4%	.0%
Black Clients						
Observed Percent	1.6%	1.6%	.0%	.0%	.0%	.0%
Expected Percent	-	1.6%	.0%	.0%	2.8%	.0%
Nat. Amer. Clients						
Observed Percent	20.9%	20.6%	.0%	.1%	.2%	.0%
Expected Percent	-	28.2	.0	.1%	.5%	.0%
Asian Clients						
Observed Percent	0.5%	.5%	.0%	.0%	.0%	.0%
Expected Percent	-	.5%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Column Totals	99.4%	97.3%	.0%	.3%	1.8%	.0%

TABLE 30.b

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Arizona

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	74.4%	63.0%	4.0%	1.3%	2.2%	3.9%
Expected Percent	-	58.9%(+)	4.5%	2.8%	1.9%	5.6%
Black Clients						
Observed Percent	4.4%	3.3%	.7%	.1%	.1%	.2%
Expected Percent	-	3.5%	.0%	.2%	.1%	.3%
Nat. Amer. Clients						
Observed Percent	5.6%	2.8%	.3%	2.1%	.1%	.3%
Expected Percent	-	4.4%	.0%	2.1%	.1%	.4%
Asian Clients						
Observed Percent	.2%	.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	14.4%	9.8%	1.0%	.3%	.2%	3.1%
Expected Percent	-	11.4%	0.1%	.5%	.4%	1.1%(+)
Column Totals	99.0%	79.1%	6.0%	3.8%	2.6%	7.5%

TABLE 30.c

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Colorado

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	78.2%	71.1%	2.4%	.1%	.1%	4.5%
Expected Percent	-	67.6%	2.9%	.8%	.8%	7.0%
Black Clients						
Observed Percent	5.7%	4.4%	1.0%	.0%	.0%	.3%
Expected Percent	-	4.9%	.2%	.1%	.1%	.5%
Nat. Amer. Clients						
Observed Percent	1.1%	1.0%	.0%	.0%	.0%	.1%
Expected Percent	-	1.0%	.0%	.0%	.0%	.1%
Asian Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	13.9%	9.6%	.3%	.0%	.0%	4.0%
Expected Percent	-	12.0%	.5%	.1%	.1%	1.2%
Column Totals	99.2%	86.4%	3.7%	.1%	.1%	8.9%

TABLE 30.d

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Hawaii

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	27.7	14.5%	.3%	.0%	12.6%	.3%
Expected Percent	-	11.6%	.3%	.0%	15.0%	.5%
Black Clients						
Observed Percent	0.5%	.3%	.0%	.0%	.2%	.0%
Expected Percent	-	.2%	.0%	.0%	.3%	.0%
Nat. Amer. Clients						
Observed Percent	0.0%	.0%	.0%	.0%	.0%	.0%
Expected Percent	-	.0%	.0%	.0%	.0%	.0%
Asian Clients						
Observed Percent	69.5%	26.6%	.8%	.0%	40.6%	1.5%
Expected Percent	-	29.2	.8%	.0%	37.8%	1.3%
Hispanic Clients						
Observed Percent	1.5%	.6%	.0%	.0%	.9%	.0%
Expected Percent	-	.6%	.0%	.0%	.8%	.0%
Column Totals	99.2%	42.0%	1.1%	.0%	54.3%	1.8%

TABLE 30.e

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Idaho

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	96.6%	95.9%	.0%	.0%	.7%	.0%
Expected Percent	-	95.6%	.0%	.0%	.7%	.0%
Black Clients						
Observed Percent	0.4%	.4%	.0%	.0%	.0%	.0%
Expected Percent	-	.4%	.0%	.0%	.0%	.0%
Nat. Amer. Clients						
Observed Percent	0.9%	.9%	.0%	.0%	.0%	.0%
Expected Percent	-	.9%	.0%	.0%	.0%	.0%
Asian Clients						
Observed Percent	0.2%	.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	1.6%	1.6%	.0%	.0%	.0%	.0%
Expected Percent	-	1.6%	.0%	.0%	.0%	
Column Totals	99.7%	99.0%	.0%	.0%	.7%	.0%

TABLE 30.f

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Montana

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	95.6%	90.7%	.4%	4.3%	.0%	.2%
Expected Percent	–	90.2%	.4%	4.3%	.0%	.2%
Black Clients						
Observed Percent	0.1%	.1%	.0%	.0%	.0%	.0%
Expected Percent	–	.1%	.0%	.0%	.0	.0%
Nat. Amer. Clients						
Observed Percent	3.4%	3.2%	.0%	.2%	.0%	.0%
Expected Percent	–	3.2%	.0%	.2%	.0%	.0%
Asian Clients						
Observed Percent	0.1%	.1%	.0%	.0%	.0%	.0%
Expected Percent	–	.1%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	–	.3%	.0%	.0%	.0%	.0%
Column Totals	99.5%	94.4%	0.4%	4.5%	.0%	0.2%

TABLE 30.g

Observed and Expected Percent of Clients
by Racial/Ethnic Background of Clients and Therapists
For CMHCs in New Mexico

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	54.6%	39.0%	1.3%	.4%	.0%	13.9%
Expected Percent	-	35.3%	1.2%	.3%	.0%	17.3%
Black Clients						
Observed Percent	2.3%	1.7%	.1%	.0%	.0%	.5%
Expected Percent	-	1.5%	.1%	.0%	.0%	.7%
Nat. Amer. Clients						
Observed Percent	4.2%	2.2%	.1%	.0%	.0%	1.9%
Expected Percent	-	2.7%	.1%	.0%	.0%	1.3%
Asian Clients						
Observed Percent	0.6%	.6%	.0%	.0%	.0%	.0%
Expected Percent	-	.4%	.0%	.0%	.0%	.2%
Hispanic Clients						
Observed Percent	37.3%	21.2%	.7%	.1%	.0%	15.3%
Expected Percent	-	24.1%	.8%	.2%	.0%	11.8%
Column Totals	99.0%	64.7%	2.2%	0.5%	.0%	31.6%

TABLE 30.h

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Utah

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	89.2%	78.4%	2.1%	.2%	1.1%	7.4%
Expected Percent	–	76.0%	2.0%	1.1%	1.0%	8.5%
Black Clients						
Observed Percent	1.2%	1.1%	.0%	.0%	.0%	.1%
Expected Percent	–	1.0%	.0%	.0%	.0%	.1%
Nat. Amer. Clients						
Observed Percent	1.4%	.4%	.0%	1.0%	.0%	.0%
Expected Percent	–	1.2%	.0%	.0%	.0%	.1%
Asian Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	–	.3%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	7.1%	5.0%	.1%	.0%	.0%	2.0%
Expected Percent	–	6.0%	.2%	.1%	.1%	0.7%
Column Totals	99.2%	85.2%	2.2%	1.2%	1.1%	9.5%

TABLE 31.a

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Alaska

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	50.5%	46.6%	2.4%	.0%	1.5%	.0%
Expected Percent	–	46.7%	2.2%	.0%	1.3%	.0%
Black Clients						
Observed Percent	2.7%	2.5%	.0%	.0%	.2%	.0%
Expected Percent	–	2.5%	0.1%	.0%	.1%	.0%
Nat. Amer. Clients						
Observed Percent	44.8%	42.3%	1.9%	.0%	.6%	.0%
Expected Percent	–	41.4%	2.0%	.0%	1.2%	.0%
Asian Clients						
Observed Percent	1.1%	.7%	.1%	.0%	.3%	.0%
Expected Percent	–	1.0%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	.4%	.4%	.0%	.0%	.0%	.0%
Expected Percent	–	1.0%	.0%	.0%	.0%	.0%
Column Totals	99.5%	92.5%	4.4%	.0%	2.6%	.0%

Table 31.b

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Arizona

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	73.4%	59.1%	8.0%	.4%	2.2%	3.7%
Expected Percent	-	59.7%	6.9%	.4%	1.9%	1.8%
Black Clients						
Observed Percent	6.8%	6.1%	.3%	.1%	.0%	.3%
Expected Percent	-	5.5%	.6%	.0%	.2%	.3%
Nat. Amer. Clients						
Observed Percent	3.8%	3.4%	.2%	.0%	.0%	.2%
Expected Percent	-	3.1%	.4%	.0%	.1%	.2%
Asian Clients						
Observed Percent	.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	14.6%	12.5%	.9%	.0%	.4%	.8%
Expected Percent	-	11.8%	1.4%	.0%	.4%	.7%
Column Totals	98.9	81.4%	9.4%	.5%	2.6%	5.0%

Table 31.c

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Colorado

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS				
		WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	69.5%	53.7%	.7%	.9%	.0%	14.2%
Expected Percent	-	52.8%	.5%	.7%	.0%	14.9%
Black Clients						
Observed Percent	4.6%	3.9%	.0%	.0%	.0%	.7%
Expected Percent	-	3.5%	.0%	.0%	.0%	1.0%
Nat. Amer. Clients						
Observed Percent	1.3%	1.3%	.0%	.0%	.0%	.0%
Expected Percent	-	3.5%	.0%	.0%	.0%	1.0%
Asian Clients						
Observed Percent	0.1%	.1%	.0%	.0%	.0%	.0%
Expected Percent	-	.1%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	23.7%	17.0%	.0%	.1%	.0%	6.6%
Expected Percent	-	18.0%	.2%	.2%	.0%	5.1%
Column Totals	99.2%	76.0%	0.7%	1.0%	.0%	21.5%

TABLE 31.d

Observed and Expected Percent of Clients
by Racial/Ethnic Background of Clients and Therapists
For State Hospitals in Hawaii

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS				
		WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	31.8%	12.9%	.0%	.0%	18.9%	.0%
Expected Percent	–	12.6%	.0%	.0%	19.0%	.0%
Black Clients						
Observed Percent	1.6%	.7%	.0%	.0%	.9%	.0%
Expected Percent	–	.6%	.0%	.0%	1.0%	.0%
Nat. Amer. Clients						
Observed Percent	0.8%	.1%	.0%	.0%	.7%	.0%
Expected Percent	–	.3%	.0%	.0%	.5%	.0%
Asian Clients						
Observed Percent	63.9%	25.5%	.0%	.0%	38.3%	.1%
Expected Percent	–	25.3%	.0%	.0%	38.3%	.1%
Hispanic Clients						
Observed Percent	1.5%	.4%	.0%	.0%	1.1%	.0%
Expected Percent	–	.6%	.0%	.0%	.9%	.0%
Column Totals	99.6%	39.6%	.0%	.0%	59.9%	0.1%

TABLE 31.e

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Idaho

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS				
		WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	93.0%	83.2%	.9%	7.3%	.0%	1.6%
Expected Percent	-	82.5%	.8%	7.3%	.0%	1.8%
Black Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Nat. Amer. Clients						
Observed Percent	2.2%	2.0%	.0%	.1%	.0%	.1%
Expected Percent	-	2.0%	.0%	.2%	.0%	.0%
Asian Clients						
Observed Percent	0.2%	.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	3.6%	3.0%	.0%	.4%	.0%	.2%
Expected Percent	-	3.2%	.0%	.3%	.0%	.1%
Column Totals	99.3%	88.7%	0.9%	7.8%	.0%	1.9%

TABLE 31.f

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Montana

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS				
		WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	95.8%	87.9%	.4%	5.4%	.0%	2.1%
Expected Percent	-	87.8%	.4%	5.2%	.0%	2.0%
Black Clients						
Observed Percent	0.1%	.1%	.0%	.0%	.0%	.0%
Expected Percent	-	.1%	.0%	.0%	.0%	.0%
Nat. Amer. Clients						
Observed Percent	3.2%	3.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Asian Clients						
Observed Percent	.0%	.0%	.0%	.0%	.0%	.0%
Expected Percent	-	.0%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Column Totals	99.4%	91.5%	0.4%	5.4%	.0%	2.1%

TABLE 31.g

Observed and Expected Percent of Clients
by Racial/Ethnic Background of Clients and Therapists
For State Hospitals in New Mexico

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS				
		WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	39.2%	2.0%	.0%	.0%	.0%	37.2%
Expected Percent	-	2.3%	.0%	.0%	.0%	36.7%
Black Clients						
Observed Percent	2.5%	.1%	.0%	.0%	.0%	2.4%
Expected Percent	-	.1%	.0%	.0%	.0%	2.3%
Nat. Amer. Clients						
Observed Percent	3.0%	.2%	.0%	.0%	.0%	2.8%
Expected Percent	-	.0%	.0%	.0%	.0%	2.8%
Asian Clients						
Observed Percent	2.2%	.0%	.0%	.0%	.0%	2.2%
Expected Percent	-	.0%	.0%	.0%	.0%	2.1%
Hispanic Clients						
Observed Percent	52.6%	3.6%	.0%	.0%	.0%	49.0%
Expected Percent	-	3.1%	.0%	.0%	.0%	49.2%
Column Totals	99.5%	5.9%	.0%	.0%	.0%	93.6%

TABLE 31.h

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Utah

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	91.2%	88.9%	.0%	.8%	.0%	1.5%
Expected Percent	-	88.8%	.0%	.7%	.0%	1.4%
Black Clients						
Observed Percent	2.3%	2.3%	.0%	.0%	.0%	.0%
Expected Percent	-	2.2%	.0%	.0%	.0%	.0%
Nat. Amer. Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Asian Clients						
Observed Percent	0.2%	.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	5.7%	5.7%	.0%	.0%	.0%	.0%
Expected Percent	-	5.6%	.0%	.1%	.0%	.0%
Column Totals	99.7%	97.4%	.0%	0.8%	.0%	1.5%

TABLE 32.a

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Alaska

CMHCs

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=978.6	100.0%	76.2%	1.6%	21.1%	.5%	.3%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 5.0	100.0%	60.0%	.0%	40.0%	.0%	.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 20.0	100.0%	85.0%	.0%	15.0%	.0%	.0%

STATE HOSPITALS

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=899.5	100.0%	50.3%	2.7%	45.6%	.7%	.5%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 44.0	100.0%	53.7%	.3%	42.0%	3.8%	.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 26.2	100.0%	57.4%	7.9%	22.7%	11.8%	.0%

TABLE 32.b

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Arizona

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=10263.4	100.0%	79.3%	4.1%	3.5%	.3%	12.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 792.3	100.0%	66.1%	11.6%	5.2%	.1%	16.8%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 503.4	100.0%	34.5%	2.7%	54.5%	.0%	8.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen=	100.0% 372.0	78.7%	4.2%	5.9%	.5%	10.4%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen=	100.0% 996.7	51.0%	3.2%	4.0%	.3%	41.2%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=5790.4	100.0%	72.4%	7.5%	4.2%	.4%	15.3%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 688.9	100.0%	83.2%	3.9%	2.9%	.2%	9.5%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 44.0	100.0%	66.0%	22.6%	3.5%	.0%	7.6%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 199.0	100.0%	78.3%	2.2%	1.7%	.0%	17.6%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 366.0	100.0%	71.7%	7.5%	4.0%	.5%	15.9%

TABLE 32.c

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Colorado

CMHCs

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=6653.9	100.0%	82.0%	5.1%	1.2%	.4%	11.1%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 292.0	100.0%	63.2%	26.7%	.0%	1.4%	8.5%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 14.0	100.0%	100.0%	.0%	.0%	.0%	.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 17.0	100.0%	88.2%	5.8%	.0%	.0%	5.8%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 700.9	100.0%	50.2%	4.1%	1.5%	.0%	44.0%

STATE HOSPITALS

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1426.8	100.0%	70.4%	5.1%	1.8%	.2%	22.3%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 15.0	100.0%	90.6%	1.3%	.0%	.0%	8.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 20.0	100.0%	90.0%	.0%	.0%	.0%	10.0%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 407.0	100.0%	65.5%	3.5%	.2%	.0%	30.5%

TABLE 32.d

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Hawaii

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1561.3	100.0%	34.4%	.8%	.1%	63.0%	1.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 46.0	100.0%	25.9%	.0%	.0%	67.3%	6.7%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen=2018.9	100.0%	23.0%	.5%	.0%	74.5%	1.8%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 73.0	100.0%	19.5%	.0%	.0%	80.4%	.0%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen= 892.0	100.0%	32.4%	1.8%	.2%	64.2%	1.1%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen=1347.8	100.0%	31.5%	1.5%	1.1%	63.8%	1.8%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 4.0	100.0%	.0%	.0%	.0%	100.0%	.0%

TABLE 32.e

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Idaho

CMHCs

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1797.6	100.0%	96.7%	.4%	.9%	.2%	1.6%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 14.0	100.0%	100.0%	.0%	.0%	.0%	.0%

STATE HOSPITALS

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1712.3	100.0%	93.6%	.4%	2.3%	.2%	3.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 20.0	100.0%	96.0%	.0%	2.0%	.0%	2.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 152.6	100.0%	92.2%	.9%	1.6%	.0%	5.1%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 39.6	100.0%	80.8%	2.0%	5.0%	2.0%	10.1%

TABLE 32.f

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Montana

CMHCs

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=2913.4	100.0%	95.8%	.1%	3.4%	.1%	.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 15.0	100.0%	98.0%	.0%	2.0%	.0%	.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 141.0	100.0%	94.4%	.0%	5.1%	.0%	.4%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 8.0	100.0%	80.0%	.0%	10.0%	.0%	10.0%

STATE HOSPITALS

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=2433.7	100.0%	95.8%	.1%	3.5%	.0%	.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 13.0	100.0%	100.0%	.0%	.0%	.0%	.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 145.0	100.0%	100.0%	.0%	.0%	.0%	.0%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 60.0	100.0%	94.0%	1.0%	4.0%	.0%	1.0%

TABLE 32.g

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

New Mexico

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1940.6	100.0%	60.0%	2.6%	3.5%	1.0%	32.7%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 70.9	100.0%	57.6%	5.6%	5.5%	.0%	31.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 21.0	100.0%	66.5%	.0%	9.5%	4.7%	19.1%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 953.6	100.0%	43.7%	1.7%	6.1%	.2%	48.0%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen= 116.6	100.0%	33.4%	2.5%	4.2%	.8%	58.9%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen=1776.2	100.0%	39.7%	2.6%	3.0%	2.3%	52.2%

TABLE 32.h

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Utah

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=6627.2	100.0%	91.8%	1.3%	.5%	.3%	5.8%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 188.0	100.0%	89.7%	3.4%	.0%	.0%	6.7%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 98.0	100.0%	20.3%	.0%	79.6%	.0%	.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 98.0	100.0%	94.8%	.2%	.0%	1.1%	3.6%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 746.0	100.0%	77.3%	1.1%	.1%	.2%	21.1%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=2954.1	100.0%	91.0%	2.3%	.4%	.2%	5.8%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 25.0	100.0%	98.0%	1.0%	.0%	.0%	1.0%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 47.0	100.0%	99.0%	1.0%	.0%	.0%	.0%

TABLE 34.a

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For Alaska

CMHCS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=766.3	97.3%	.0%	.3%	2.2%	.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 16.4	100.0%	.0%	.0%	.0%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=211.8	97.6%	.0%	.9%	1.4%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 5.4	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.6	100.0%	.0%	.0%	.0%	.0%

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=491.2	92.1%	4.8%	.0%	3.0%	.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 26.9	91.6%	.5%	.0%	7.7%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=435.1	94.3%	4.2%	.0%	1.3%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 11.8	59.3%	14.2%	.0%	26.4%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 4.6	100.0%	.0%	.0%	.0%	.0%

TABLE 34.b

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For Arizona

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST				
	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=9648.8	84.4%	5.4%	1.8%	3.0%	5.2%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 584.5	73.5%	15.7%	2.3%	2.7%	5.5%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 746.8	49.2%	5.5%	36.7%	2.9%	5.3%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 44.0	83.5%	2.2%	.3%	5.0%	8.9%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1903.7	67.2%	7.0%	2.1%	2.0%	21.6%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST				
	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=5216.7	80.4%	10.9%	.5%	2.9%	5.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 506.1	86.3%	5.3%	1.9%	.8%	5.4%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 284.9	85.7%	7.1%	.5%	1.2%	5.2%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 28.7	86.2%	6.2%	.0%	.0%	7.5%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1052.0	84.5%	6.2%	.3%	3.3%	5.5%

TABLE 34.c

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For Colorado

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST				
	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=6025.5	90.6%	3.0%	.2%	.2%	5.8%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 450.3	75.9%	17.3%	.0%	.2%	6.4%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 93.3	88.2%	.0%	.0%	.0%	11.7%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 32.3	86.6%	13.3%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1076.5	68.9%	2.3%	.0%	.0%	28.6%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST				
	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1303.0	77.0%	1.0%	1.3%	.0%	20.4%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 88.7	83.3%	.2%	.0%	.0%	16.4%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 26.9	96.2%	.0%	.0%	.0%	3.7%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.5	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 446.7	71.4%	.2%	.4%	.0%	27.8%

TABLE 34.d

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For Hawaii

CMHCS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1030.1	52.2%	1.1%	.0%	45.2%	1.3%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 24.5	56.6%	.0%	.0%	43.3%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 2.8	65.2%	.0%	.0%	34.7%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2578.9	38.1%	1.2%	.0%	58.3%	2.2%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 62.8	36.7%	4.9%	.0%	58.2%	.0%

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 715.5	40.4%	.0%	.0%	59.5%	.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 37.1	44.7%	.0%	.0%	55.2%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 18.6	13.5%	.0%	.0%	86.4%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1437.7	39.8%	.0%	.0%	59.8%	.2%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 34.7	28.8%	.0%	.0%	71.1%	.0%

TABLE 34.6

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For Idaho

CMHCS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1752.3	99.2%	.0%	.0%	.7%	.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 8.0	100.0%	.0%	.0%	.0%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 17.6	100.0%	.0%	.0%	.0%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.9	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 29.7	100.0%	.0%	.0%	.0%	.0%

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1795.0	89.3%	1.0%	7.8%	.0%	1.7%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 9.3	75.1%	.0%	16.3%	.0%	8.5%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 44.4	89.0%	.8%	5.5%	.0%	4.4%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 5.0	84.0%	.0%	.0%	.0%	16.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 70.7	82.6%	.5%	11.1%	.0%	5.6%

TABLE 34.f

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For Montana

CMHCS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2948.1	94.7%	.4%	4.5%	.0%	.2%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.4	100.0%	.0%	.0%	.0%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 108.8	92.3%	.2%	6.6%	.0%	.7%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.2	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 13.6	89.7%	.0%	4.3%	.0%	5.8%

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2546.9	91.5%	.5%	5.6%	.0%	2.2%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.3	81.8%	.0%	.0%	.0%	18.1%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 88.7	97.2%	.0%	.0%	.0%	2.7%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 2.2	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 10.3	94.2%	.0%	.0%	.0%	5.7%

TABLE 34.g

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For New Mexico

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1637.3	71.1%	2.4%	.8%	.0%	25.4%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 72.2	71.5%	5.5%	.0%	.0%	22.8%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 133.1	51.2%	2.9%	1.5%	.0%	44.2%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 23.2	85.8%	.0%	4.3%	.0%	9.8%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1120.2	56.7%	1.9%	.3%	.0%	40.9%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=744.3	5.2%	.0%	.0%	.0%	94.7%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 49.9	6.0%	.0%	.0%	.0%	93.9%
Nat. Amer. Cliente Percent of Clients Seen Appx. Nbr. of Clients Seen= 59.0	8.3%	.0%	.0%	.0%	91.6%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 42.6	2.2%	.0%	.0%	.0%	97.7%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=996.8	6.8%	.0%	.0%	.0%	93.1%

TABLE 34.h

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For Utah

CMHCS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=6944.1	87.6%	2.4%	.2%	1.3%	8.3%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 105.8	85.7%	6.1%	.0%	.2%	7.8%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 116.1	31.8%	.0%	67.1%	.0%	.9%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 26.9	89.2%	.0%	.0%	4.2%	6.4%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 564.1	69.1%	2.2%	.0%	.6%	27.9%

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2761.8	97.4%	.0%	.8%	.0%	1.6%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 71.1	98.9%	.0%	.3%	.0%	.6%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 12.0	100.0%	.0%	.0%	.0%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 7.4	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 173.6	99.8%	.0%	.1%	.0%	.0%